

Local Government SERVICE



SEPTEMBER 1938

No. 9 Vol. XVIII

CONTENTS

LEADING ARTICLE—PROBLEMS OF "THE LADDER"	PAGE 279
THINGS TO COME—WILL PUBLIC ASSISTANCE DISAPPEAR?	280
LOCAL GOVERNMENT ON THE AIR	282
BRANCH MAGAZINE PAGE—HOW TO BUILD UP A REPUTATION—by W. E. Barker	283
READERS' FORUM	284
AT RANDOM	288
SERVICE UNDER THE SWASTIKA—by Miss A. D. Baxter	290

CALLING ALL WOMEN	PAGE 292
COMPETITIONS	294
EDUCATION PAGE	297
HEADQUARTERS	298
SALARIES AND SERVICE CONDITIONS	299
FROM MY BOOKSHELF	300
PLAN FOR EFFICIENCY	302
SCOTTISH NOTES	304
BRIDGE AND GARDENING	306

NOTES AND COMMENTS

Are Councils Deteriorating?

THE views of Mr. John Sargent, director of education for Essex, in his presidential address to the Educational Science section of the British Association, must have caused a flutter in many municipal dovecots. Whether one agrees or not with all Mr. Sargent's conclusions, they undoubtedly deserve the fullest consideration of all who are concerned, as officers, as councillors, or as ratepayers, in the maximum efficiency of local government.

Most authorities, we believe—and councillors themselves, no less than officers—will agree that the "amateur personnel" of local government is deteriorating. This is due, of course, not to any lack of men of intelligence and administrative ability, but to the fact that such men are to-day too fully occupied in the personal problems of earning a livelihood to be able to spare the time demanded by the ever-increasing complexities of local administration.

Mr. Sargent put the position bluntly when he said: "There is an increasing tendency of education authorities"—and he might fairly have extended the tendency to all branches of local government—"to consist of people who have retired from work, who have never had work, or who are, in fact, professionals rather than amateurs because, as officials of political or other associations, it is expedient for them to become members of education authorities from the point of view of promoting the objects which their associations have at heart."

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Better Officers Needed

More controversial are likely to prove the solutions Mr. Sargent suggested. One was regionalism—the creation

of new local government units of between 250,000 and 1,000,000 population. The ideal size, he thought, would be between 500,000 and 750,000. Such a redistribution of areas might be so effected as to make no area exclusively rural or exclusively urban. It would simplify the problems of administration and widen the choice of personnel.

Parallel with the creation of these new regions, Mr. Sargent suggested a modification of the duties of councillors and officials to reduce the calls on the time of the former. Failing such remedies he thought that the only alternative would be to attempt to counteract the deterioration in the amateur element by raising the standard of the professional. This policy—which would need adequate safeguards against undue bureaucratic control—was not a question of higher salaries only. It was more a question of making the training and status of the local government officer at least equal to that of the central civil servant. Which is precisely what N.A.L.G.O. is striving to do.

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Unpaid Library Pupils

A paragraph in the latest "Choice of Careers" series issued by the Ministry of Labour, on librarianship, is as significant as it is encouraging. After reviewing the salaries and prospects of library work, the pamphlet states:

"It occasionally happens that in some commercial libraries, and even in public libraries, offers of training are made but with no salary or a nominal salary only, the prospect being held out that after two or three years a better position elsewhere can be obtained. There is no justification for this, and offers of such a kind should be regarded with grave suspicion."

N.A.L.G.O. would be strengthened in its campaign to end this unjustifiable system, along with the "state salary required" evil, were the Ministry of Labour to convey its opinion to local authorities.

* * * *

"The Tupennies"

In the meantime, the library service continues to develop and experience to kill the bogies which periodically alarm library staffs. When the cinema began its phenomenal growth they feared it might rob them of their readers. The effect has been quite the opposite—the film has frequently created a desire to read the book upon which it was based.

Later, wireless provided a rival which seemed likely to diminish reading. That fear, too, has been negated. More recently the wide extension of "tupenny libraries" has presented a potential menace. But, so far as one can judge from the latest statistics, the "tupennies" do not appear to have greatly affected the public libraries for good or ill. Is it that the public libraries have counteracted their possible effect by meeting the demand for light literature themselves; or, is there not still a large proportion of the public requiring more substantial literary fare than that provided by the average "tupenny"? Whatever the explanation, it is clear that reading has become an essential part of our lives. We must have books, and the public library is still the most valuable source of supply.

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Local Government is News

Despite the growth of the cinema, radio, and television, the Press remains the most widely-used vehicle of popular information, and it is for this reason that local government officers so often deplore its apparent indifference to their work for the common good. But there are signs that the indifference is giving way to a more enlightened attitude. Here and there newspapers are appreciating that the day-to-day work of administration can provide "news" just as interesting as the conventional round of politics, police court and sudden death.

In particular, we warmly commend the enterprise of the "Croydon Times," which has just begun a new series of articles "giving intimate glimpses of what goes on beneath the surface in the running of Croydon's municipal services." In the first article, running to two and a half columns, Mr. W. C. Berwick Sayers, chief librarian at Croydon, and president of the Libraries Association, describes the vast range of activities carried out and needs served by the public library, at a cost, as he says, of "1s. 10½d. per head of the population per annum—or less than the price of four packets of cigarettes or two visits to a cinema in a year."

This is public relations work of the best type, and we commend it to the editors of other local newspapers—and to branch public relations correspondents.

* * * *

Officers on the Air

It is with especial pleasure that we announce, in this number, a forthcoming series of broadcasts which should do much to combat that public ignorance of,

and indifference towards, local government we all regularly deplore. And our gratification is heightened by the fact that one of our own public relations correspondents has played a prominent part in suggesting and initiating the experiment.

How far it will succeed, and be expanded, may largely depend on the enterprise of N.A.L.G.O. member The B.B.C., we are assured, has no bias against local government. On the contrary, it fully realises the interest, the romance, and the drama of public service and is eager to give it its due place in the broadcast programmes. The problem is to convey that interest and drama through the microphone. We believe that our readers can help to solve that problem, and we therefore appeal for their aid.

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Voluntary Social Service

One of the major problems for local administration in the future is likely to be the determination of a satisfactory relationship between the statutory and the voluntary organisations of social service. It is that task the National Council for Social Service will undoubtedly play a leading part.

It is well fitted for the job. A year ago it undertook to accept the challenge presented by the critics of voluntary social work in this country, and to "single out differences, to close ranks, to go forward together—to go further—and to demonstrate that a self-imposed unity is no less effective than a super-imposed uniformity."

Its eighteenth annual report, just issued, tells how well that work has been begun, and records advances in every sector of the common front. Last year, for example, 85 associations for the promotion of community centres had been formed, compared with only four in 1930, and schemes had been initiated for the creation of similar centres exclusive to youth. The fight against the demoralising effects of unemployment was being waged by 900 clubs for workless men and 500 for women. In the first three months of this year, 22,000 classes were held in craft work, drama, music, physical training, cookery, dressmaking and formal educational subjects.

There are now 22 rural community councils, fostering "every impulse towards a fuller and more active existence" in rural areas.

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New Zealand I.P.A.

We offer a hearty welcome to the first number of the New Zealand "Journal of Public Administration," published by the New Zealand I.P.A. A well-printed, efficiently-produced magazine, it is dedicated to "all who believe that efficiency in the public services is something to be desired and to be aimed at."

Apart from laudatory messages from Mr. M. J. Savage, the Prime Minister, and from leading figures in the public services of the Dominion, the Journal contains a series of articles of wide interest and appeal: "Local Bodies and their Relation to Public Administration"; "Government in a Changing World"; "Administration and the Professional Officer"; "The Legislature and the Administrative Body"; and "The Function of the Public Servant in Relation to National Planning," to mention but a few.

PROBLEMS OF "THE LADDER"

THE Council was directed at Blackpool "to take further steps to secure opportunity of qualification for positions now restricted to members of professions not ordinarily open to the general membership of the Association." The direction was given on the motion of the Surrey County Branch, as amended on the motion of the Council; the Council having "accepted" the motion in its underlying intent, but drawn attention to some divergent terms used in it.

In recognising the motion's true intent, the Council showed a quick apprehension of service feeling; and can therefore be trusted to apply itself loyally to the discharge of its instructions. The most cursory examination of the task it must now face will, however, reveal that task as a tremendous one. "Further steps" may indeed be possible, fairly soon. If, however, the instructions are to mean, as Conference no doubt understood them to mean, that the Council is to seek a substantial satisfaction of Service aspirations in this matter, the Service must realise that this will call for a prolonged effort, and an effort which the Council will need to pursue with every resource of strategy and tact, and with the largest possible measure of agreement—in relation not only to governing professional bodies, but to the local authorities and various groups of Service personnel.

The aspiration of the Service is the erection of a ladder by which every junior or subordinate may qualify for that professional status which is essential now, and is likely to remain essential, for chief officership or the higher ranks. It can draw support from that principle of equality of opportunity which is a necessary implication of democracy. Equality of opportunity means, however, or should mean, equality as between one branch of the Service and another; and not a few of the difficulties associated with this subject reside in that aspect of the principle when applied to the local government Service. An appropriate professional qualification is easier to obtain in some departments than in others. In some cases it may be one related to work peculiar to the service. In others, of extra-service scope, the necessary qualification can nevertheless be secured by spare time study involving little difficulty for the employer through disturbance of the duties for which the employee is paid and appointed. The difficulties in other cases may be of another order entirely; amounting at present to an insuperable barrier.

Considerations of this kind were doubtless in the Council's mind when it felt that a fully economic rate of interest should be charged on loans for education purposes. By another resolution passed at Blackpool, Conference has shown that it is prepared to depart from that principle. As matters stand, no great injustice may be done; but different views might prevail if a stage were reached when, owing to the varying requirements of professional training, full opportunities were open in some branches of the Service, at some expense to the Association, while in others opportunity did not exist.

Turning to another aspect of the matter, it may be acknowledged that equality of opportunity can find much support in an appeal to efficiency. Public senti-

ment, while attaching more and more importance to qualification, is at the same time emphasising the worth of the man who "goes through the mill." Lord Stamp has just said at the I.P.A. Summer Conference: "No one is fit for responsibility until he has ground out a routine job to boredom; nor has he earned the right to control other men until he has learned every detail of the job, although it may be under a man who was much inferior to himself intellectually." This is true, and establishes a clear goal for Association policy, but it does not dispose of the problems in setting up a service "ladder." Not all professions are such as allow the necessary technique to be acquired within the Service.

The Association cannot, of course, embark on any policy which would seek diminished standards. The problems can be solved only by adjusting conditions in the Service to provide opportunity of qualification under the general standard; and it is obvious that the necessary adjustments of service conditions will create many difficult questions for local authorities as employers, questions which the Association can hardly take up until machinery for dealing with them is in a more advanced stage.

There is, of course, no need to despair; particularly if the Service is prepared to countenance one-sided progress for a time. Some progress may accrue through greater extension of equality of opportunity in society at large. The professions themselves have not stood still. The cost of qualifying for the Bar is not beyond the capacity of the unqualified officer who has made some progress in the salary grades and is prepared, perhaps with some help from the Association, to scorn delights and spend laborious days. And in the solicitor's profession, where the system of articling is sometimes a real barrier, a helping hand has long been extended, in certain respects, to the clerk with ten years' service.

Something may also be expected from chief officers who recognise the moral claims of ability among their staffs, though it is not always within a professional chief's power to do what he might like to do. So long, for example, as the system of articles applies to the solicitor's branch of the profession—and it has much to commend it—the circumstances in which a man can be articled must always be governed by the professional object of the articles; and the purpose of articles could never be served if a pupil spent a lot of time on non-legal or menial work. Again, the training of a medical man involves much practical work not easily associated with that of lay members in the Service.

It is, admittedly, no consolation to a clerical junior in a medical officer's department to know that there is a growing number of well-disposed town clerks; or to hear that his colleague in the town clerk's department has a chance of articles, when he knows that his own chief—however well disposed—is powerless to give him the chance of becoming a doctor. And this reflection once more points to the fact that the Council must take careful stock of the domestic effects of its policy; not least in those quarters where the aspiration may be keenest.

Things to Come

WILL PUBLIC ASSISTANCE DISAPPEAR?

by a PUBLIC ASSISTANCE OFFICER

WHAT is the future of public assistance? Has it any future? These questions are being asked by intelligent students of poor law administration.

We must first define what we mean by the term "public assistance." In its broadest aspect it includes all forms of assistance provided out of rates and taxes which are not in any way dependent on an insurance scheme. Unfortunately, however, the term "public assistance" was given a special meaning by the legislature in the Local Government Act, 1929. It is synonymous with poor law relief. What we have to consider, therefore, is the future of the poor law system. The answer can be given very shortly. It has no future. Taking a long view it is inconceivable that ultimately there will be any poor law system at all. There will be no public assistance officers. There will be no relieving officers.

The poor law system is considered by Parliament to be too degrading to be entrusted with the relief of the blind or their dependants, so by recent legislation these people have been taken out of its embrace. It is not only the deserving, however, who have been taken out of its purview. Can anyone seriously contend that all the able-bodied transferred to the unemployment assistance board are in such a superior category as to be more deserving than the old people who have been left within the poor law? The Government uses one reason for taking one class out of the poor law and another reason for taking out another class.

Outdoor Relief Service

Outdoor relief is administered on a strict test of need. It has to fill the gaps of all the other social services. If it is degrading for the blind to be dealt with under the poor law, which I do not admit, it must be equally degrading to deal under the poor law with the respectable old people, such as old-age pensioners, many of whom receive relief owing to the inadequacy of the old-age pension. Increasing old-age pensions means money. There can be little likelihood of the Government finding additional money for social services whilst huge amounts have to be found for armaments.

Taking a long view, however, and optimistically assuming that the competition for armaments amongst the nations will diminish and further money be made available for social services, it will no doubt be agreed that old-age pensions should be made adequate for full maintenance.

Another class to which outdoor relief is granted comprises those unemployed who are not technically within the scope of unemployment assistance. Is it conceivable that the huge machine of unemployment assistance, having been established, will not in due course absorb all the able-bodied? The action of local authorities in urging the Government to take over the able-bodied was the beginning of the end of the out-

relief system. I am not criticising their action. It is only natural that they should want to get rid of a financial burden.

The Committee System

Except in a few noteworthy instances, outdoor relief is still administered by committees. When boards of guardians were abolished there was much talk of a loss of personal touch. It is urged that outdoor relief must be given according to the merit of the individual case. This point was emphasised in a recent circular issued by the Ministry of Health. The so-called local knowledge of members of a committee often results only in higher relief being granted to their friends and proteges. While I fully agree that relief cannot be administered by rule of thumb, I do contend that a large percentage of cases can, and should, be dealt with in accordance with scales and regulations which can be applied fairly to all recipients of relief in the area.

Even if the granting of out-relief remains one of the functions of the local authorities for some years to come, there will, I think, be a general adoption of the adjudicating system whereby the granting of relief is the responsibility of an officer acting under the general direction of the council. Why should the deserving poor have to parade before a committee to state their needs? In some areas each fresh applicant for relief has to apply personally to the committee unless he is physically incapable of attending. Why should such people have to lose their self-respect by coming before men and women who may be their neighbours? Surely it is more decent that they should be dealt with by an official who can hear their troubles in private. The relieving officer is a real friend of the poor. Those who are most deserving of relief sometimes hesitate to apply for relief because of the former stigma of the poor law, but when they do so they realise there is no stigma. Although they may not mind going to the relieving officer some of them do object to going before a committee.

Is it not conceivable that when the numbers of persons receiving relief have been reduced by the granting of increased old-age pensions, together with dependants' allowances under the national health insurance scheme, and by the transfer of the whole of the able-bodied to the unemployment assistance board, it will be considered that the balance remaining is so small as not to justify the continuance of the system? May it not be urged that it is unnecessary to have local out-relief investigators working alongside the civil service investigators of the unemployment assistance board and that the whole administration of out-relief should be transferred to a Government body with one set of officials?

The inequalities in the relief granted in various parts of the country may precipitate some form of Government action. An old-age pensioner receives the same pension

wherever he may live. The poor must find it difficult to understand why the relief they receive varies according to the locality in which they live. It is not much use telling them that this is because one authority thinks that it can afford to give relief on a higher basis than a neighbouring authority. Even if outdoor relief is not nationalised there seems every probability that scales of relief may become either nationalised or regionalised. If local authorities are then required to give relief according to regulations fixed by the Government or a regional body, they will probably object to paying these rates and themselves demand that the whole of the responsibility be assumed by the Government.

Institutional Services

Having thus disposed of the outdoor relief system, what is there left? There are the hospital and institutional services. These services are being rapidly absorbed by other departments. I say rapidly in a relative sense, bearing in mind the long period which elapsed from the establishment of boards of guardians until their abolition and the short period which has elapsed since that time. It will probably be some years before the care of the sick is treated as a public health function and not a poor law function throughout the country, but this is bound to be the ultimate result of the Act of 1929.

Why should a person living in one district be able to obtain admission to a municipal hospital through his family doctor, and his friend in an adjoining area have to apply to a relieving officer for an order? Here again I am not arguing as to whether the open door is right or wrong, but if it is right in some areas it must be right for the whole country. Parliament has said that it is right. The acute sick and the chronic sick will, therefore, no longer be the responsibility of public assistance.

The removal of these sections will leave a big gap in the public assistance institutional service. There will remain the aged and infirm, and the children. Old peoples' homes will replace the workhouse. These will remain the responsibility of the local authority. But it must not be considered to be more humiliating for an old person to enter such a home in order to spend the remainder of his days in pleasant surroundings than for him to go into a hospital. If all the other institutional services have therefore been transferred to the public health department there will be no necessity to retain the public assistance committee merely to care for the aged in institutions. They must also be taken out of the poor law.

Lastly, we have the children. There are those who are boarded out and those who are maintained in children's homes. While public assistance administration remains I think it is better that the children's homes should be administered by the public assistance committee and not by the education committee, as is now the practice in a few areas. I believe it was a great mistake when the boarding out of children under the Children and Young Persons Act, 1933, was entrusted to education authorities, which have generally no such machinery for the supervision of boarded-out children as exists under the poor law system. It is not only absurd but very unfair to imply that a child who

has been brought before a juvenile court for delinquency is of a more superior grade than the infant child who has been boarded out with a family by the public assistance committee since infancy. The delinquents were, however, kept out of the poor law. Does it not follow that Parliament will desire ultimately to take all children out of the poor law and so remove them from the responsibility of the public assistance committee?

Future of the Officials

Having now effectively disposed of the public assistance committee as a separate administrative unit, what about the officers? They may think this is a very gloomy picture. I do not think, however, that they need have any fear as to their future, provided they themselves take a broad outlook on their present duties and responsibilities. Taking a long view, for instance, I do not think public assistance officers have any future at all if they are to continue to discharge merely poor law functions. When, however, both Parliament and local authorities realise the necessity for co-ordinating the social services, there will be scope for the type of official who now holds the appointment of public assistance officer.

I do not think that relieving officers as such have any future at all, but similarly, and probably to a greater extent than public assistance officers, they can perform very useful functions as investigating officers for the various social services administered by local authorities. If, in the distant future, the State should undertake further forms of assistance, there will be an opportunity for them to transfer to the Civil Service.

Then we have left the hospital and institutional services. There will be an increasing demand for both male and female nurses. There will be ample scope for the hospital administrator. The old type of master and matron will disappear. The younger generation of institution masters are noteworthy for their wider vision, and they will also find ample scope for their abilities as administrators.

In conclusion, therefore, I suggest that public assistance as a poor law system has no future, but that the staff engaged in poor law administration has an opportunity of continuing to render efficient service in the administration of public assistance in its broadest aspect.

THIRTY YEARS AGO

"THERE is no doubt that to a certain extent motor omnibuses have commended themselves in London on account of their speed, but it would be difficult to find any other recommendation. On the other side of the question we have such disadvantages as objectionable noise and smell, danger to life and limb, injury to the roadway by the dropping of oil and waste, and the blocking of other traffic, including tramways, by the frequent breakdown of motor omnibuses.

"The omnibus companies are not called upon to pay rates in the districts they traverse, except where a depot happens to be situated, nor are they required to contribute anything to the maintenance of the roadways they damage so severely. On the contrary, the repairs have very largely to be made good at the expense of the very tramways with which they compete. Nor should we forget the frequent damage done to street gas lamps and electric lighting standards. . . . If certain unfair conditions are absent, a thoroughly efficient tramway system has probably little reason to fear the competition of a motor omnibus service."

From "The Local Government Officer," September 19, 1908.

LOCAL GOVERNMENT ON THE AIR

Form N.A.L.G.O. Discussion Groups to Debate New Radio Series

FOR some time N.A.L.G.O.'s public relations organisation, at Headquarters and throughout the country, has been considering how best the aid of broadcasting might be enlisted in its campaign to extend and deepen public interest in local government. Partly as a result of the enterprise of Mr. W. G. David, public relations correspondent for Glamorgan, the B.B.C. has arranged to broadcast from the Welsh Regional Station, beginning on Wednesday, October 12, a series of weekly discussions under the general title of "Getting and Spending the Rates." The discussions, ten in all, will be held each Wednesday evening from 7.45 to 8.30 p.m. They will cover the growth of local administration, education, health services, housing, police, public utility services, the treatment of the poor and destitute, rating, planning, the future of administration, the arousing of keener civic patriotism, and the relationship between the public, the official and the councillor. The comperes will be Mr. Stanley Parris, lecturer in economics at University College, Cardiff, and Dr. Alun Thomas, lecturer in history at University College, Bangor. Officials taking part will include a director of education, a woman housing manager, a public assistance officer, a medical officer of health, a sanitary inspector, a city treasurer, an assistant town clerk, an electrical engineer and, probably, Mr. David himself.

As every reader of LOCAL GOVERNMENT SERVICE will realise, this series of talks will be of incalculable value in furthering N.A.L.G.O.'s public relations policy. At the moment it is limited to one area only and is, to some extent, experimental. But if it proves a success there is little doubt that the B.B.C. will



—in private houses—

of obtaining such grants. In addition, the fullest assistance will be given by the B.B.C. It issues pamphlets—copies of which are being sent to branch secretaries and public relations correspondents—giving advice on the formation of the groups. Education Officers are always ready to help with informative advice and personal talks to newly-formed groups, and its engineers will give free technical aid in securing the best possible reception.

The forthcoming series of talks will, of course, be restricted to the area within which the Welsh Regional broadcasts can adequately received. This covers all Wales and many of the adjacent counties. But there is no reason why N.A.L.G.O. should not begin now to form radio discussion groups all over the country. There will be plenty for them to listen to, for the Autumn National programme includes the following series:

Men Talking. Mondays, 8.0—8.20 p.m., beginning October 3. Impromptu discussions on subjects of everyday interest.

Class: An Inquiry. Tuesdays, 7.30—8.0 p.m., beginning October 4—A study of national social structure, the factors constituting class difference, the virtues and evils of class distinctions, and the experience of other countries and peoples.

The Mediterranean. Thursdays, 8.30—9.0 p.m., beginning October 6—An attempt to give the point of view of Britain and other countries on the problems of the Mediterranean to-day.

Apart from their cultural value and intrinsic interest—and all who have taken part in group listening have been astonished at the interest aroused—N.A.L.G.O. listening groups could be of valuable service in suggesting, in the light of their experience, further topics of local government appeal worthy of treatment by the B.B.C.

We therefore urge every branch of the Association to consider how best it can implement this scheme. Any further information required may be obtained from the Public Relations Officer, N.A.L.G.O., or from any of the following B.B.C. area education officers:

Home Counties—Aubrey Herbert, B.A., 13, Langham Street, London, W.1.

Midland—E. G. Francis, M.A., Broadcasting House, 282, Broad Street, Birmingham 1.

North-western—Patrick Thornhill, B.A., Broadcasting House, Piccadilly, Manchester 1.

North-eastern—Cyril Jackson, Ph.D., M.A., Broadcasting House, Woodhouse Lane, Leeds.

Scottish—A. D. Adam, M.A., 42, Queen Street, Edinburgh.

J. W. Low, Ph.D., B.Sc., 268, West George Street, Glasgow.

Welsh—D. W. Roberts, B.Sc. (Econ.), Broadcasting House, 39, Park Place, Cardiff.

Western—Eric Davis, B.Sc. (Econ.), Broadcasting House, 23, Whiteladies Road, Clifton, Bristol.



Listening groups may meet in clubrooms—

be prepared to extend the idea and to devote more programme time, both regional and national, to broadcasts on local government topics.

In connection with the talks the Central Committee for Group Listening has invited N.A.L.G.O. members to form discussion groups prepared to meet at some convenient centre when the broadcasts are given, to listen to them, and to discuss the points raised by the speakers. Such groups need not, of course, be limited to local government officers; in fact, the more councillors and members of the public can be brought into them, the greater will be their value.

Here is a task and an opportunity for public relations correspondents, branch secretaries, and all members of the Association keen to secure wider public recognition for their work. Groups may be formed of neighbours meeting in a private house, of people in a community centre, of men and women gathered in evening institutes, public libraries, schools, women's institutes, clubs, guilds and all the numberless organisations of communal life. All that is needed is a nucleus of keen officers who will go to the trouble of organising the groups, securing a good wireless set, and undertaking to lead and control discussion after the talks. Where possible experts in each particular subject discussed should be invited to attend the group and join in the discussion; for example, the participation of the medical officer of health and the chairman of the health committee would add greatly to the local interest and value of the discussion on health services, and similarly with each of the other talks. Many education authorities are prepared to make grants to approved groups to cover the cost of hiring a hall, providing a wireless set, and, in some cases, paying a fee to the group leader. Branches should explore the possibility



—or in the garden

Branch Magazine Page

Edited by Norman H. Rogers

WRITING EDITORIALLY

WHO has not heard of "the power of the Press"? The magic of the word "Press" seems to get a man anywhere—from the best seat at Conference to a place nearest the body at a murder. When properly applied, the written word has power to stimulate, enthuse and arouse. Yet, until quite recently, real interest in domestic journalism was seldom shown by N.A.L.G.O. or its members. Both nationally and in the branches, the value of developing staff journals and magazines has remained unappreciated. A journal can bring very material benefit to a branch, in the hands of a good editor, becoming an integral and indispensable part of local activities.

A branch magazine page in LOCAL GOVERNMENT SERVICE is,

perhaps, an unexpected innovation. Though it is primarily intended for those "editorially inclined," it will, it is hoped, prove attractive to the general reader. The object is twofold: to act as a source of inspiration to, and a medium for the exchange of views between, those responsible for the production of local magazines; and to encourage other branches to introduce a journal into their normal programme. This will relieve LOCAL GOVERNMENT SERVICE of local pressure and leave it free to cover subjects of wider appeal.

Editors are invited to use this page for mutual benefit, whilst articles of a practical nature, like that below, will from time to time be included.

How to Build Up a Reputation

By W. E. Barker, Editor, "Guild Journal," Manchester

WITH the change in spirit which appears now to be taking place in the affairs of the Association—due no doubt to the authority given by its ability to voice the views of a hundred thousand public servants, and the moral effect of achieving at last one of the objectives for which it was founded—an interest in publicity and in matters of social administration is increasingly becoming part of its policy.

The national journal is changing its form, and is less interested than it was in parochial and domestic affairs. True, service matters must occupy a large amount of its space, since among the many organizations existing in local government N.A.L.G.O. is the only one that can deal adequately with them, but it is desirable that more space should be devoted to wider issues.

This is where the local branch journals come into their own. For many years, twenty or more branch journals have struggled to cater for local interests—in spite of inadequate finance and support. Now they are to form part of a national system which, it is hoped, will be extended to most branches. Most large branches already have their own magazine, founded to keep members informed of what the local executive committees are doing, of social events in the branch, and so on.

Unfortunately, in many cases, especially in the more recently established, the branch magazine's prestige is not high. This is due, not to any lack of skill or interest of the local editors, in most cases young men with literary ability, but to lack of support from the general membership. The branch editor cannot write the whole of the magazine himself—it would be a poor one if he had to do so. His idea of Heaven is arranging for articles from various contributors whose views are of general interest to his readers, fitting them in their proper places with appropriate illustrations, and writing an editorial on some current topic before putting the magazine "to bed." Few are in that happy position; through lack of support, most have to take whatever "copy" is given them, and to publish it whether suitable or not.

If local journals are to fulfil their proper function of catering for local interests and keeping members informed of local affairs

their prestige must be raised. The chief difficulty to be overcome is finance.

A monthly journal is most desirable so that the matters touched upon may be fresh and "newsy": comments on happenings two or three months old have no value. Especially is this the case with sports news, which often forms the greater part of the "meat" of most branch journals. If the local executive committee is active and desires to keep its members informed on its decisions and proposals, a monthly journal would eliminate the wasteful duplication of circulars and notices.

Whether the magazine is stencilled or printed will be decided by local finances, but if printed it should be produced on a reasonably good paper—the cost of paper is small compared with that of typesetting—and given to a local printer with a reputation for good work. A well-produced job will itself invite suitable contributors.

If he can persuade a few "big names" to write for him, the local editor will find little difficulty in establishing a reputation for his magazine which will lead to his subsequent invitations to lesser-known people who have something to say meeting with a ready response. With an established reputation the local magazine will have great influence in keeping the membership together; in meeting that criticism "What do we get for our subscription?" and in creating an informed interest in the affairs of the local executive committee and of the national council.

Provided the local editor is allowed liberty of criticism, and may publish the views of members in disagreement with local branch officers—with a disclaimer if necessary—he will more readily be believed by the general membership when he can honestly sing the praises of the local committee or the Association.

The publication of a local magazine is not a heavy drain upon the finances of most branches, especially if an appreciable advertisement revenue can be earned. Although in most cases the local magazine is distributed free to members, some branches have raised the standard of theirs and charge for each copy. It may be that such a policy defeats the object of a local magazine, because not everybody will become a subscriber, but it is worth remembering if local finances are strained.

Editorial Responsibility

"What interested us particularly [in the discussion at the Branch Editors' Meeting at Blackpool] was advice to be provocative.

Being a journalist by instinct and a municipal officer by accident, all our inclinations urge us to adopt such a policy with enthusiasm; to erect windmills and tilt at them recklessly in the hope that others may join in the fray; to write ourselves aggressively-phrased letters and reply with equal violence in the next issue; and generally to cry havoc, careless how many dogs of war we loose provided members seize each copy eagerly to read the latest instalment.

"Such are our instincts, but instincts, after all, are unreliable guides, else man

who yields least to them would be inferior to those animals who blindly follow them. Fortunately or not, thought convinces us that what would be good journalism would not necessarily be most beneficial to the branch. To stimulate argument would be good, but to create schism would be bad; to start a hare is permissible, but the fact that an avalanche may be caused thereby is an attendant risk too great to be ignored."—*Editorial Sheffield Municipal Officers' Journal.*

Please note the following alterations in the list of branch magazines given in July.

Branch	Title	Editor
Somerset	SCRIBBLES	H. W. Hodges, County Health Dept., County Hall, Taunton.
St. Helens	ST. HELENS JOURNAL	H. G. Miles, Central Library.
South Shields	THE JOURNAL	J. Yeoman has moved to Public Health Dept., Stanhope Road.

Abertillery Branch Journal

We warmly welcome another addition to our growing family of branch journals—*Staff News and Views*, published by the Abertillery branch. Duplicated and running to fourteen pages, it contains, among other excellent features, a brief account of Conference, a thoughtful criticism of our July editorial, an article on the position of the junior in local government service, and sporting and branch news.

READERS' FORUM



LOST OPPORTUNITIES!

Who is to Blame?

The history of N.A.L.G.O., with all its mutual admiration society propaganda, is bristling with instances of "leaders" suffering from a violent form of indigestion consequent upon continual mastication of their own words. When one examines the list of names recorded as attending the July meeting of the N.E.C.; when one realises the more or less ornamental function of these folk at National Conferences; when one apprehends their utter inability at these so-called conferences to grasp truths, which are apparently beyond their intellectual capacity, and when one appreciates their courage in emulating the famous general who led his army from behind and found it less exciting, it is not at all surprising that in a comparatively short space of years the history of N.A.L.G.O. is interlarded with such violent contradictions, and that these contradictions are the cause of such a lamentable waste of time at annual palavers.

It is seldom in the great things in life that men live to hear "the multitude make virtue of the faith they had denied." Yet, although N.A.L.G.O. has no real concern with the great things in life—since its sole mission is to carry out a very elementary function; although it has so far refrained—despite the alleged "more ambitious and constructive minds among the Association's members"—from swelling the ranks of the busybody organisations which are always just on the point of leading the people out of the wilderness and into the promised land, it would appear to be a peculiar N.A.L.G.O. characteristic to deny a truth to-day, and, to-morrow, to enunciate it with all the vehemence and intolerance of a proselyte. The fact that this kind of thing has happened so often in the history of N.A.L.G.O. suggests that pearls of wisdom are not recognised as such unless strewn before the Association by members of the N.E.C.

It appears that the N.E.C. is arranging to organise a salaries drive; deplore the waste of time at Conferences on domestic issues; aspire to provide debates of greater public importance; wage a war against advertisements enticing simple-minded public officials to accept posts at inadequate salaries; and make representations to the Associations of Local Authorities in an endeavour to secure their support for the Compulsory Whitley Councils Bill. Other instances of the black of yesterday transferred into the white of to-day could be cited. For the purposes of this letter the foregoing will suffice.

Who demonstrated to Conference that minimum scales would become maximums, and, that, in any case, negotiation of scales was a matter of local autonomy? Who suggested that the advocates of national scales were just a wee bit confused as the result of wearing rather strong pink spectacles? Who pleaded, in pathetic

ically worded letters, to keep the N.E.C. a close preserve for respectable, smug officials, free from the taint of men (less respectable in those days, presumably) with distinct communist tendencies? Who defeated the attempt to conserve the time of the Conference for discussion of vital principles? Who refused to accept executive responsibility for domestic issues with which the Conference Agenda was for years overloaded? Who encouraged the spoon-feeding served up to Conference by members of Parliament? Who scorned

Owing to pressure on space we are able to publish only a selection of the correspondence we receive. Correspondents are asked to write briefly and to the point, and are reminded that name and address must always be given, even when their publication is not desired.

LOCAL GOVERNMENT SERVICE, of course, accepts no responsibility for the views expressed by its readers.

This month's prize of half-a-guinea for the most interesting and provocative letter goes to John A. Fraser.

the suggestion that members of the rank and file were not totally devoid of ideas and idealism on questions of national importance? Who regarded as a pantomime rehearsal the citation of advertisements soliciting applications for public posts? Who guffawed at the terms of those advertisements which demanded a high standard of academic and technical qualifications? Who, in imitation of the Pharisees, held up their hands in holy horror when the salaries in those advertisements were quoted? Who passed by on the other side and refused a helping hand to men whose economic circumstances made them easy victims of disgraceful exploitation? Who sneered and jeered at Folkestone at the protagonists of compulsory Whitleyism? Who positively insulted one of the protagonists in public, and in private, fearing retaliation, whined an apology? Who referred to Whitley in terms which suggested that he and Whitley wore hats the same, that they played dominoes together at frequent intervals, and that compulsion was the last thing of which Whitley would dream? Who revealed ignorance of the fact that the principles of Whitleyism were in operation in the Clyde Valley before they were christened Whitleyism? Who, with the airs of Daniels come to judgment, posed as authorities on Whitleyism, and, as a sop to snobbery and class distinction in public service, proclaimed that Whitleyism as applied to industrialism and public administration came out of different stables?

Who—but what's the use? When the N.E.C. denies a truth it is right! When it changes its mind and eats its own words it is again right!

JOHN A. FRASER.

Dumbartonshire.

BERLIN SUMMER SCHOOL

Excuse for Nazi Propaganda

I was glad to read in the July edition your opinion that the solution of big and-butter problems, while highly important, does not constitute the whole of the Association and that its voice should be heard in wider spheres than the purely domestic.

Had I not been ruled out of order, intended at Conference to make observations on what I consider to be the impropriety of holding the summer school in Berlin. It seems to me regrettable an official visit should be paid to a country where the right of free association for protective and other purposes which we are denied to our German colleagues. A visit will not fail to be used by the propaganda machine, however nebulous and non-committal the official vote thanks at the termination of the school have been, to give the impression N.A.L.G.O. is impressed both by methods and objects of Nazism in sphere of local government.

The Association, perhaps rightly, has political affiliations of a party character but it has the right—indeed, it has the right—to say on which side it stands in relation to the fundamental political issue of the day. Can it stand anywhere but on the side of democracy, since it is only because we live—at present, at any rate—under democratic constitution that the Association has come into being and continue to exist? We should be vigilant, therefore, to ensure that we give no grounds even the implication to be made that we condone still less approve, a regime in which personal liberty has been abolished. They are not wanting forces to whom a similar abolition in this country would be welcomed. Birkenhead.

NORMAN WILSON

RATES OR INCOME TAX

Change of Law Not Required

The case for a fundamental change in the present rating system advanced by the "Borough Treasurer" in his article "Local Income Tax Replace Rates?" your July number is unconvincing.

The mere expression of amazement that the system has survived for three centuries and the unsupported submission that the value of the premises occupied is an correct standard, are the flimsiest grounds upon which to suggest its abandonment in favour of an entirely different one. In support of his general condemnation "Borough Treasurer" cites "differing views as to value of individual valuers, the compromises made, and admitted lack of uniformity in valuation which exists." The first two concerns the practice of a profession regarding who being a financial officer, he is, naturally, unskilled, unqualified, and, therefore, incompetent to draw authentic conclusions the third is, perhaps, mainly attributable to the misplaced zeal of financial officers.

in seeking to pose as valuers since the passing of the Rating and Valuation Act, 1925. The coming into force of that statute was the occasion of a systematic effort by Municipal Treasurers and Accountants to get the duties of making and revising valuation lists within their control, and it would appear to be inconsistent and illogical for "Borough Treasurer" now to plead the unsatisfactory results attained as a substantial reason for radically changing the principles of assessing. Those unsatisfactory results merely proclaim the failure of the financial officers adequately to discharge the duties they succeeded in assuming.

The 1925 Act brought about a comprehensive change in our administrative rating system. It abolished the old parochial system, constituted the existing Boroughs and Urban and Rural Districts as Rating Areas, and transferred to their Councils the duties of preparing and revising valuation lists, and the levy and collection of local rates. It instituted a system of quinquennial revaluation, set up new Assessment Committees to deal with disputed assessments, established County Valuation Committees with advisory as well as executive powers, and a Central Valuation Committee having advisory powers only, designed to guide and co-ordinate.

This elaborate machinery might have proved efficient but for the fact that the newly-appointed rating authorities, although expressly authorised to employ valuers to advise them, preferred to merge the duties of Valuation Officer with those of Rating Officer, and to appoint their existing Financial Officers to the dual office. Those officers lacked the fundamental requirement of professional skill and training in the duties they proposed to undertake. It is not surprising that the unsatisfactory results of their efforts have evoked repeated adverse comment in the Central Valuation Committee's publications, and that the practice of their appointment has been condemned by the Hadow Committee.

The root of the trouble, I submit, is not inadequate machinery, but unsatisfactory interpretation, and any alteration of principles is quite unnecessary.

RATING SURVEYOR.

ABOLISH TESTIMONIALS ?

S.E. District Support

I was interested to read the letter of Mr. J. P. Lewis on "Testimonials" in the July number. It may interest members to know that this subject was debated by the South Eastern district committee in October, 1937, when a resolution was carried asking the N.E.C. to take action with the associations of local authorities with a view to effecting an alteration in the present system. The proposal was substantially the same as that contained in the third paragraph of Mr. Lewis's letter.

After considering the matter, the Council came to the conclusion that it could not take any action, although the General Secretary, in a letter to me, expressed the view that the proposals would provide an excellent subject for debate at Conference. It was only after I had aired the matter at a meeting of district representatives in February, where it did not receive support, that my district committee decided not to table a motion on it for Conference this year.

It is of added interest to recall that there was considerable correspondence, apparently from members of the teaching profession, in the "Times Educational Supplement" of November, advocating the abolition of testimonials in favour of the names of referees. If the matter should come before Conference at some future time, I think it safe to say that a proposal on these lines would receive a large measure of support from the South Eastern district.

F. A. BRISTOW.

Hon. Secretary, S.E. District Committee.

FALLING BIRTH-RATE

A Menace or a Boon ?

I was sorry to observe that "Pessimist," in his thoughtful article, allies himself with that body of public opinion which sees in a declining population signs of individual and national decay. But is the outlook actually so menacing as he and others would have us believe ?

The burden of "Pessimist's" contention appears to be that the operation of the law of population decrease must inevitably bring about an increase in the rates charge per head. I submit that in this he is incorrect, for he has failed to take into account the numerous inter-relations involved. For instance, a heavy drop in population must obviously ease the burden of out-relief. It must, on the other hand, have the effect of stiffening salaries, for there will be an increasing demand for a high standard of efficiency and a correspondingly decreasing demand for unskilled labour. Moreover, the detection and prevention of crime, and the fight against disease, would be less costly, and the necessity for borrowing capital sums would diminish.

High birth-rate brings heavy local expenditure, and heavy local expenditure means a high rate per head. This applies equally the reverse way.

Turning from the economic to the personal aspect, it is generally agreed that the accelerating pace of this century has been too great. Human nature, like a machine, cannot stand, indefinitely, unlimited high pressure; the pace must decelerate if we are to retain our sanity, and a factor that would help the slowing-down process is a lower birth-rate. With several growing children, what opportunity have a father and mother for rest and recreation ? With his time fully occupied with urgent work, what chance has a social administrator of studying present and future welfare problems ? A smaller population would lighten the burden for both, to the ultimate benefit of posterity.

While, therefore, I see no menace whatever in a declining birth-rate, it does provide an urgent need. Local government must plan now for the estimated needs of thirty years hence ; it must put a brake on its building scheme development, its hospital and poor-relief expansion, and its educational expenditure. "OPTIMIST"

NEW ECONOMY DRIVE

The Threat to Salaries

I hope that the N.E.C. is paying careful attention to the much-publicised activities of the Conservative Private Members' Committee.

The latter body is calling, in terms with which those of us who remember 1931-32 are familiar, for "economy" in public expenditure. The newspapers are playing-

up nicely by making sympathetic references to the necessities of the rearmament programme, the high burden of local rates, the concern of "the man in the street" about the high cost of social services, and so on.

I am sure that the members of the N.E.C. know that this campaign will become, in due course, an attack on the salaries of local government officers.

What gives me some concern, however, is whether our "no politics" policy is going to protect us. If we adhere to it faithfully we shall disarm ourselves in the presence of our enemies.

I am not forgetting that in 1931-32 the leading articles in LOCAL GOVERNMENT SERVICE showed that our N.E.C. was prepared to face facts when necessary. Some very fine contributions appeared in The Journal, then, in a reply to reactionary attacks on the social services. Yet there was a grave weakness underlying this, for our concern with larger social and political issues became articulate only when our salaries were involved. Consequently our defence of social progress against reaction had every appearance of being inspired by self-interest alone.

I heard this criticism expressed in another form recently when our Annual Conferences were compared unfavourably with those of the National Union of Teachers and the Educational Institute of Scotland. It was pointed out that the deep concern which the teachers' conferences display about the social and political aspects of educational policy stands in contrast to our narrow pre-occupation with salaries and service conditions.

The moral is, of course, that if we are going to defend our salaries by defending social services we should begin to defend the social services before our salaries are attacked. We shall thereby obtain the sympathy of progressive people, which is surely good public relations policy.

And if this places us in opposition to the policy of the National Government we shall be no more "political" than we should be if we quietly acquiesced in the policy of "economy"—for acquiescence is tacit support.

JOHN S. COVENTRY.

104, Pitlochry Drive, Glasgow, S.W.2.

Certainly the N.E.C. is closely watching this and all other movements which threaten to have a retrogressive effect on social services and the salaries of officers. For more than ten years it has been actively defending social services through a public relations policy, much of it conducted without direct association with N.A.L.G.O., and thereby rendered more effective. That policy is now being actively extended. In leading articles in July and August we urged the need for Conference to pay greater attention to the wider aspects of local government administration.

DANGEROUS PROPAGANDA

Social Credit Again

With reference to the comments you made upon the letter from this Association published in your August issue, we note that you do not attempt to contest the fact that debt originates in banks by the costless process clearly described in the Cunliffe and MacMillan reports. We also notice that you do not attempt to defend the payment of £100,000,000 of ratepayers' money annually on loan

charges on local government debt; because no doubt, you agree with us that the payment of such a large sum for loan charges, when banks can create credit practically costlessly, is indefensible. What, therefore, is the purpose of your comments? And how can you justifiably oppose the demand which ratepayers are making for lower rates and assessments with no decrease in social services?

We have already pointed out to you that we are not asking ratepayers to demand Social Credit. Social Credit is a philosophy. We are not asking them to accept a philosophy, but to comment for themselves upon certain facts which provide satisfactory evidence that they can have what they want—lower rates and assessments, with no decrease of social services.

It is clear from your comments that you do not understand the distinction between political and party political; and a similar lack of discrimination is evident in all your comments, and quite effectively destroys their value for any other purpose than for creating unjust and unnecessary prejudice.

You infer that it is impossible to maintain existing municipal services if rates and assessments are reduced.

You cannot say that the manpower, ability or material is not present to produce the services, since the services are actually produced to-day. Therefore, are you attempting to say that there is no other source of money to finance these services than the ratepayers' pocket? If so, how do you account for the fact that the bankers themselves agree that they can and do create credit practically costlessly, and why should not this credit be put at the disposal of local authorities without the unnecessary accompaniments of grossly excessive loan charges, to enable the employment of available manpower and material on the provision of services which ratepayers want?

JOHN MITCHELL
Secretary.

United Ratepayers Advisory Association,
163A, Strand, London, W.C.2.

Carefully evading all the questions we put to him, Mr. Mitchell seeks to entice us into a discussion of social credit theory.

We refuse to bite. His theories do not concern us. What does concern us is that the United Ratepayers Advisory Association and its subsidiary Lower Rates Demand Associations are everywhere inciting the public to demand reductions in rates and assessments. Such a demand in our view—and Mr. Mitchell has so far failed to convince us of error—can be met in practice only by reductions in social services and the salaries of the officers administering them—always the first point of attack in any economy campaign. Therein lies its danger.

"Fantastic Absurdities"

It is desirable to examine the social credit misunderstanding of the agreed fact, emphasised by Mr. John Mitchell in your August issue, that banks create money. Mr. McKenna is, quite rightly, one of the authorities relied upon by social creditors to establish that fact. But they fail to quote Mr. McKenna's recent statement that "neither Major Douglas, nor Mr. Aberhart, nor any social creditor I know has ever really understood that fact."

If social creditors would take the trouble to work out their theories practically, they would save themselves a great deal of profitless argument and error. At the back of their minds is a deep-rooted suspicion of the banks, based on a complete misunderstanding of the process of credit creation. They have realised with a shock of surprise that banks can and do create money, and they proceed at once to the assumption that the banks are the owners of the money so created. They do not see that when the banks bring new money into existence by creating a new loan or making a new investment which automatically results in a new deposit, they are acquiring no proprietary interest whatever in the new money, but are merely increasing the volume of money being used by the community, and that that which is borrowed becomes the property of other individuals via the banks.

In truth, of course, neither the Bank of England, nor the Joint-Stock Banks, nor the banking system as a whole, can create money for themselves to meet their business expenses, their business losses, or for the payment of dividends. This is so because the moment money comes into existence it is a liability against the bank. It is true that the "creation" of the loan is achieved at the mere cost of entering up records, but the consequence is not costless to the banks; in fact, it costs them the full amount of the loan because it puts them in debt to that amount. Against it they hold the promise, usually backed by collateral, of the borrower to repay it, but if he defaults then the bank has to pay the depositor as a deduction from its profits or out of its reserves or subscribed capital, or go bankrupt.

In the Lower Rates Campaign the U.R.A.A. have asserted that 85 per cent of municipal stock is the property of the banks! Actually, the amount everywhere is negligible. The borough treasurer of Eastbourne in May this year revealed that out of a total of £1,860,502 municipal stock the banks hold only £74,000. Of course they, like private individuals, had to buy at the market price and pay out of their own income.

What little value there may be in social credit is being killed by the fantastic absurdities of the U.R.A.A.

J. A. FRANKLIN.

503, Park West, Edgware Road, London, W.2.

N.A.L.G.O. AND POLITICS

"Ostrich-Like Attitude"

Your article in the July number on the relationship between the United Ratepayers' Advisory Association and the Social Credit Secretariat was a further manifestation of the political unconsciousness of headquarters. Your footnote to Mr. Mitchell's letter in the August number was more to the point. If the first article had pointed out that the whole Social Credit programme was based on a complete misunderstanding of the ills of our present system it would have served its purpose better. Merely to brand an organization "political" does not necessarily damn it. Our existence as local government officers is largely dependent upon the fluctuating fortunes of the different political parties, and to refuse to admit this is to adopt an ostrich-like attitude.

A further example of the working of this

"politics complex" among Nalگو the widespread belief that parties mined to maintain the present system whatever cost and to depress working conditions and the social services non-political. As a fellow Nalگوite said to me: "We cannot afford to d in politics, we must have nothing to do with them; if anyone asks me what I say 'Conservative,' and that end This, I am afraid, is one of the reasons why N.A.L.G.O. is generally realised to be a weak-kneed, poor, imitator of a Trade Union."

R. H. BEL

17, Standish Street,
Tyldesley, Lancs.

PROFESSIONAL WORK

The Case Against Affiliation

We have read with much interest references in your July number to the National Federation of Professional Workers, in the report of the discussion at your annual conference. They are contained in the summary of the statement presented to the delegates at a case against affiliation.

The statement postulated, as essential, "freedom of action and the unfettered right to determine its own policy." It implied that the bodies in the National Federation forfeit that freedom and right. This implication was entirely opposed to the facts. No organization sacrifices either its freedom of action or autonomy through its membership of the Federation.

It was stated that N.A.L.G.O. "did not want to have to consult any other organization before it could take action, nor to be represented by any other body." As this implies a liability or limitation arising out of the Federation membership, has no substance in fact. The same applied to all the other related points in the statement.

It will be seen that the delegates at conference were unwittingly misled on points of great importance both to the Federation and to the National Federation, and subsequent publication in your journal must have the effect of disseminating more widely the incorrect information which we draw attention to.

GEORGE W. THOMSON

President

STEPHEN W. SMITH

General Secretary

National Federation of Professional Workers,

32, Gordon Square, London, W.C.1.

We deny that conference was misled regarding the effects of affiliation with the Federation. Affiliation necessarily restricts freedom of action of each party; otherwise it would be impossible to make progress. The bulk of the Federation's work is concerned with matters outside the local government service, and it might be necessary for N.A.L.G.O., when resolutions were passed repeatedly to make qualifications and provisos. This would be for the good of neither the Federation nor of N.A.L.G.O.

Both organizations are doing good work in their respective spheres. N.A.L.G.O. is in no way unsympathetic towards the Federation, but as an organization of public officials we are not so free as organizations representing other fields of activity.

**“In these days of flashy cheapness
... I feel that tribute is due to a product
of good workmanship and material”**

**RECOMMENDATION from a Civil Servant owner of
BENSON'S 'SIGNAL' WATCH**

READ MR. H. L. REA'S LETTER

Dear Sirs, 28th January, 1938.

I would like to take this opportunity of expressing my entire satisfaction with the watch. During a period of over twelve months it has been subject to sufficient test to prove the reliability or otherwise of any timepiece, and you may be interested to know that throughout the whole period there has not been variation which would amount to a quarter of a minute in a month. I am of the opinion that a watch, of no matter what value, which can show such a record in constant use deserves special recommendation.

It is appreciated that a firm of your reliability and standing requires no puffing of your products, but, although as a buyer I naturally expect value for money, I feel that tribute is due to a product of good workmanship and material in these times of flashy cheapness. I was attracted by the good name of 'Benson' in the first place, and I have proved the advantage of dealing with that name.

Yours faithfully, H. L. Rea, Ripley, Derby.



**This is Benson's Solid Gold 'Signal'
— about which Mr. H. L. REA writes**

5/- WITH ORDER can make you the owner of Benson's Solid 9-ct. Gold 'Signal' Watch, 15-jewelled lever movement; written guarantee of accuracy. Balance of price of £7.10.0 payable in 14 monthly sums of 10/- and final sum of 5/-. No interest. Post coupon for FREE Pocket Watch Catalogue (showing full range of gold and silver models.)

Here is WRIST WATCH ACCURACY

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6/- WITH ORDER can make you the owner of this Man's Solid 9-ct. Gold Wrist Watch, on crocodile, suede or pigskin strap. Fully jewelled lever movement; written guarantee of accuracy. Balance of price of £6.10.0 payable in 12 monthly sums of 10/- and final sum of 4/-. No interest.

3/- WITH ORDER can make you the owner of the same model in Solid Silver. Balance of price of £3.15.0 payable in 14 monthly sums of 5/- and final sum of 2/-.

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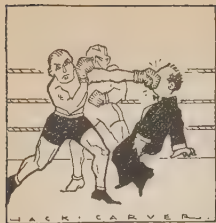
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**SPECIAL DISCOUNT to Local Government
Officers. This coupon brings details.**



Local Government Post-Bag

Dear Sir,—As a ratepayer in this borough, may I ask if it is permissible to sing in a Public Bath, or is it a crime to do so.

I should like to draw your attention to this incivility which I think was quite unnecessary and uncalled for.

The bath in question was Church Street (Female).

Dear Sir,—I would be much obliged if you could grant me an interview in front of a Council meeting or failing that in front of the Howising Comety. If not I wish to ask you to please refrain from giving me any further free advice until I ask you for same. As I feel you could use your most worthy ablaty to a more serviceable purpose. I remain yours at large

Dear Sir,—As we are moving from the above address to 81 Vasey Crescent on the 4th of next month may I have permission to take our cat.

This is a Persian, and is castrated, and very domicile.

Note sent by East End mother to school-mistress:

Dear Miss —,—You seant Arry ome because e smealt e smells the same as is father and I ave lived with im for 20 years and suits me and e will ave to suit you.

Yours with love

Mrs. —.

... in the houses of the poor the drains are in a fearful state and quite unfit for human habitation ...



"Can you relieve my rheumatics?"

AT RANDOM

By "HYPERION"

The fundamental cause of trouble in the world to-day is that the stupid are cocksure while the intelligent are full of doubt.

—Bertrand Russell

A.R.P.

War is now so stripped of romance that in a modern gas attack St. George himself would not see a dragon.

The late Canon "Dick" Sheppard.

Spread of A.R.P. is catholic; current issue of bee-keepers' magazine publishes article by L. Williams headed "Gas Masks for Bees."

Masks, unfortunately, are not individual; but consist of charcoal-packed quilts over hives.

"Bees," it is said, "can be made generally safer from gas in the event of air raids than human beings." Which is not saying much.

Fair spectator at Empire Air Day wore special A.R.P. trousers embroidered with a scene depicting the bombing of a town. She also wore an Air Force forage cap to complete a very striking and novel fashion.—Sunday Pictorial.

A.R.P. Warden (making house-to-house visits): "I have come to measure you for a gas mask."

Householder: "No use. We're all electric here."

The A.R.P. that once in Council's halls

Taught how the Mustard's shed,

Now hangs as mute on Council's walls

As if the gas were fled.

So sleeps the pride of pupil's days,

Now Glory's thrill is o'er,

And hearts, that once beat high for praise

Can settle down to snore.

(With apologies to Tom Moore.)

Birthdays

Mr. Shaw describes his last birthday (his eighty-second) as "an occasion for commiseration, and not for congratulation"—an unexpected view from so blithe a spirit. But great men have seldom been cheerful about their birthdays. The gloomiest was Swift (and Job—but he had extenuating circumstances): "Let the day perish wherein I was born." Lord Rosebery declined an invitation to lunch on May 7:

"It is," he wrote, "a day of private fasting and humiliation to me. . . . On that melancholy anniversary I scrape myself with a potsherd and decorate my few remaining hairs with ashes. Nor do I take meat, or drink, or repose. In short, it is my birthday."

Gladstone, looking back from his birthday in later years, merely commented that his life "seems to have been a series of efforts to be and to do what is beyond my natural force"—no bad epitome of a life-work.

"The Observer."

Highway Code

Driving test examiner: "What is the road sign for a hospital?"

Candidate: "Well, it's a sort of spider."

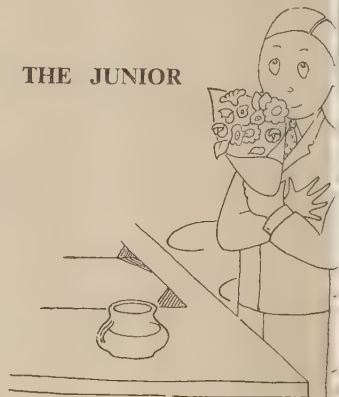
"L.G.S." Cover Suggestion

A correspondent has suggested a valuable opportunity for advertising that was neglected by placing the content of last month's number on the cover in order in which they were given.

A different sequence gives a illuminating result:

CALLING ALL WOMEN
MENACE OF FALLING BIRTH-R
N.A.L.G.O.'S OPPORTUNITY
COMPETITIONS

THE JUNIOR



With shining face and brilliantine,
He makes a picture to be seen;
His manners, too, are near perfection,
For he must justify selection.

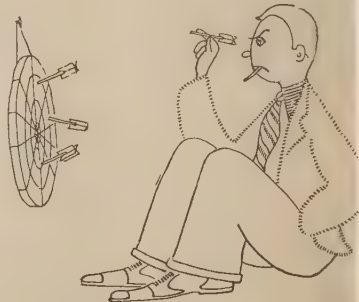
A month has passed, our youngster now
Is learning fast the why and how;
His dress begins to get more daring,
Is that an old school tie he's wearing?

Six months have passed, he's now a fixture
The staff think him a curious mixture.
To the chief he's still polite,
To the rest—not as he might.

A year has passed, he's now quite settled,
And half the seniors he has nettled,
With answers back that aren't becoming;
He thinks the office he is running.

He lets them know in certain tones
He's no intent to slave his bones,
And if they'd like their minds at ease,
'Tis he alone they have to please.
So it goes on, until one day
Another junior comes to stay.
Be warned, my friends, save disillusion,
A willing junior?—a delusion.

A. C.





"That man's made this town what it is to-day."
"You can't blame all that on to one man."

revities
I dread success. To have succeeded is
have finished one's business on earth.
George Bernard Shaw.

Being a woman is a terribly difficult
sk, since it consists principally in dealing
ith men.
Joseph Conrad.

Battles are the last resort of the bankrupt.
Viscount Castlerosse.

People generally quarrel because they
nnot argue.
G. K. Chesterton.

Happiness, I have discovered, is nearly
ways a rebound from hard work.
David Grayson.

re Virtues of Middle-age
The young have aspirations that never
me to pass, the old have reminiscences of
at never happened. It is only the
iddle-aged who are really conscious of
eir limitations.
"Saki."

True Story

W—— and E—— branches were drawn
to play each other in the Yorkshire district
cricket challenge cup competition.
Accordingly, the match was arranged
(within the time specified), but during
E——'s innings one of the W—— bowlers
appealed on two occasions for l.b.w.
against one of the batsmen. On each
occasion, however, the umpire said "not
out." A few overs later the same batsman
was given out, run out, by the other umpire.
After the match this umpire came up to
the batsman and said: "You were well
in when I gave you out. If you had been
two or three yards further on you would
have been over the boundary, but I was
just evening things up for the twice you
were given not out."

More in Sorrow than in Anger

To sit upon a sunny beach,
And be completely out of reach
Of paper clips and desks and such
Would gratify me very much.
And though I've made it more than clear
That at this season of the year
A tranquil, balmy, southern sea
With beach attached appeals to me,
I'm grieved to be compelled to state
My boss does not co-operate.
Margaret Fishback.

Belisha Crossings

"In many places," it has been stated,
"Belisha crossings lead directly from one
side of a road to the main entrance of a
public-house. It is time they took some
other direction."
They also lead directly away from the
public-house.



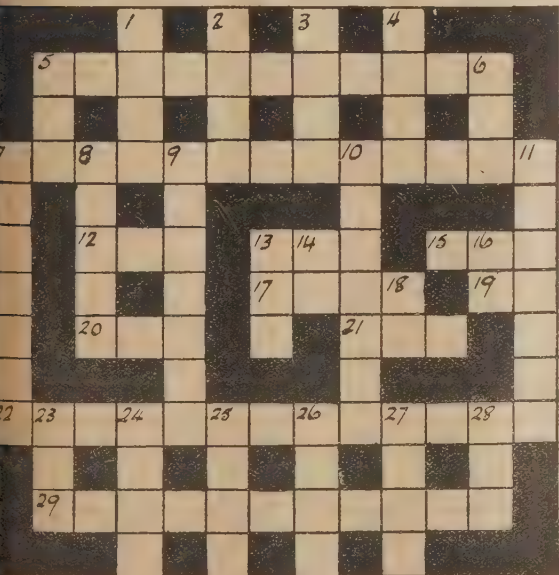
"My rise will stand a better chance
when the boss sees these."

Function of the Formula

In the second decade of the century
there had been created a huge nexus of
treaties and covenants, by which everyone
agreed to abjure and renounce war as an
instrument of policy, and protect his
neighbours from unwarranted aggression.
But this admirable machinery had never
been given engineers to work it. As often
as the signatories were called upon to
implement their pledges—in plain lan-
guage, to keep a promise—they declined to
do so, but dressed their refusal in such a
way as to make it seem that they were
actuated by some higher motive than self-
interest. A breach of contract, thus in-
geniously phrased, was known in diplomatic
cant as a *formula*, and by the so-called
democratic governments the *formula* was
much esteemed.

From "The Impregnable Women," by
Eric Linklater.

"L.G.S." CROSSWORD No. 8



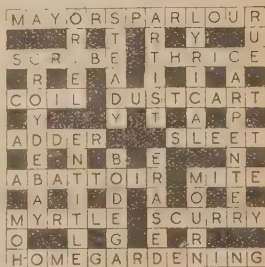
ACROSS

5. Scrutiny (11).
7. New words for old (two words, 4, 9).
12. Disqualify making a good deal with gain (3).
13. Sounds like a prison utensil (3).
15. One does not want this in one's salary (3).
17. Not a poor fish (4).
19. Yes, it might be in Spain (2).
20. None out of Eton could make this snare (3).
21. Weak (3).
22. Check on municipal accounts (two words, 8, 5).
29. A body of persons concludes with public harangue (11).
9. Every museum has one (7).
10. Royal rights (7).
11. Gone for ever, text included (7).
13. Patient work? (3).
14. On high (2).
16. You and me (2).
18. Half of itself (2).
23. Incorporated briefly (3).
24. Doubt in the teetotaler leads to damage (4).
25. In or producing a metal (4).
26. Vehicle displayed in a topsyturvy market (4).
27. One mixed with a hundred would make a coat (4).
28. Nothing in the electric force (3).

DOWN

1. Upset lamp that is a symbol of victory (4).
2. Deem from the Medieval there is left a vessel (4).
3. Reverse the minutes and look at anno domini (4).
4. Five is a note on a passport (4).
5. Cloth measure (3).
6. American broadcasting system (3).
7. Paid for, yet given (7).
8. The district requires 500 to become a town (5).

AUGUST RESULT



SERVICE UNDER THE SWASTIKA

By Miss A. D. BAXTER

Miss Baxter, a member of the Lanarkshire branch, was one of the two Scottish students attending the Berlin Summer School. We consider her account of the experience so interesting that we are publishing these extracts, despite the fact that we printed a full description in last month's Journal.

LOCAL self-government in Germany falls into two broad groups. Certain functions, such as police and the registration of births and deaths are performed by local authorities at the direction of the State; others are performed without State guidance. Of the latter, public health, public assistance, and elementary education, are compulsory, the provision of gas, electricity, cultural services, and amusements are voluntary.

State control is restricted to ensuring that the policy of a community is not antagonistic to the policy of the State; any work not specifically reserved to the State can be undertaken by a local authority if it can find the necessary finance.

The Burgomaster, who is Provost and Town Clerk at the same time, is appointed by agreement between the State and the local National Socialist Party and, after one probationary year, cannot be removed from office for twelve years. He selects his own Council from lists submitted by local parties. No voting takes place, but the Burgomaster's interpretation of the feeling of the Council becomes its policy. This procedure, and the fact that the Burgomaster is responsible with his liberty and fortune for the good administration of his community seem to negative the first two words of the term "local self government." However, to maintain local interest and create a sense of duty, all citizens must give honorary service to the Council when required—an architect in connection with a public building, an engineer in connection with a sewage scheme, a linguist in connection with foreign visitors, and so on.

Belief in education is the basis of the National Socialist Party—Hitler Youth, Storm Troops and other organizations being part of the educational policy. The principle of German education is centralisation of direction and decentralisation of initiative. Elementary education in public or private school does not start earlier than the seventh year and attendance at a public elementary school is a condition of entry to a secondary school. Education is not free except to the poor. On the grounds of consanguinity English is the first foreign language taught to secondary school pupils. In many towns an opera house and orchestra are considered essential to education.

Sickness insurance extends to dependants as well as to employees. Unemployment insurance contributions amount to 6 per cent of the basic wage and are contributed equally by employer and employee. The need for the benefits of this form of insurance has declined and the Reich uses the surplus funds for its child welfare schemes. The waiting period for benefit is fourteen days, reducible as the number of dependants increases, and benefit is paid for only six weeks without a means test, the principle being that as the State in its schemes provides for

dependants, those dependants must assume responsibility in return. In dealing with unemployment insurance and public assistance, reference was constantly made to the dignity of work, or lack of dignity for receipt of relief. Duty work is generally offered to those suspected of avoiding work and, if they are found guilty of shamming, the workhouse—and undignified labour—result. Duty work is also used to reinstate those who have been long unemployed and to prevent the development of an anti-social class. To the 15,000 Labour Camps, each containing almost 200 boys or girls, youths "without dignity" (e.g. criminals) are not admitted. As service in the camps is regarded as an essential preliminary to employment, the punishment of the delinquent is severe and the dignity of work enhanced.

Housing is generally undertaken by private enterprise, on the understanding that, if financial difficulty is experienced, State assistance will be given.

I visited two private homes. One was a small compact flat containing living-room opening on to a balcony, bed-room, small study, kitchen and bath-room. The balcony, which was enclosed on three sides, built about waist-high on the fourth, and colourfully decorated with plants, is a commendable feature of the modern German flat and is useful for airing the baby, or his clothes, having tea, or relaxing in the open-air. The flats are built round a large square which is sanded and fitted with playthings for the tenant's children. The inclusive rent of such a flat is roughly £7 per month.

The other home was a four-apartment semi-detached house, which did not differ greatly from British homes of similar type, except that a large ventilated cellar was provided for washing and airing clothes, and a continuation of the staircase led to a loft which could be used for additional bed-room accommodation should the family increase. The purchase price of this house, payable by instalments if need be, is approximately £1,000. In comparing these costs with British costs it should be borne in mind that both houses are centrally situated in the capital of Germany. My impression is that more generous provision is made in British houses of cupboards, hot-water systems and electric plug points.

Germans seen in the streets, cafes, trains, and buses all seemed to be adequately nourished and clean, although some were shabby. Almost without exception their physique and carriage were admirable. They spoke of busy times and plenty of work, and even in casual conversation expressed friendship for Britain.

Good food appeared to be plentiful, but economy is apparent everywhere—potato peelings are saved for the municipal pigs and many food substitutes are used. Land is cultivated practically to the last inch of railway embankment.

In certain public recreation grounds school-children whose parents cannot afford holidays for them are given three free a day and have open-air training in gymnastics by school-teachers. The "beer gardens"—an excellent idea for a country with a climate other than this—were always busy and cheerful. Amusement in the fresh air is good, and appreciated by all classes. Streets free from litter, and discipline is a notable feature of football, street and other games.

It was difficult to form any clear idea of politics. So much was done to assure students of the unmixing blessings of the Hitler regime, to convince them of many's friendship for Britain and of peaceful intentions, that none could see his preconceived ideas totally unmoored. It is still difficult to sift facts from propaganda.

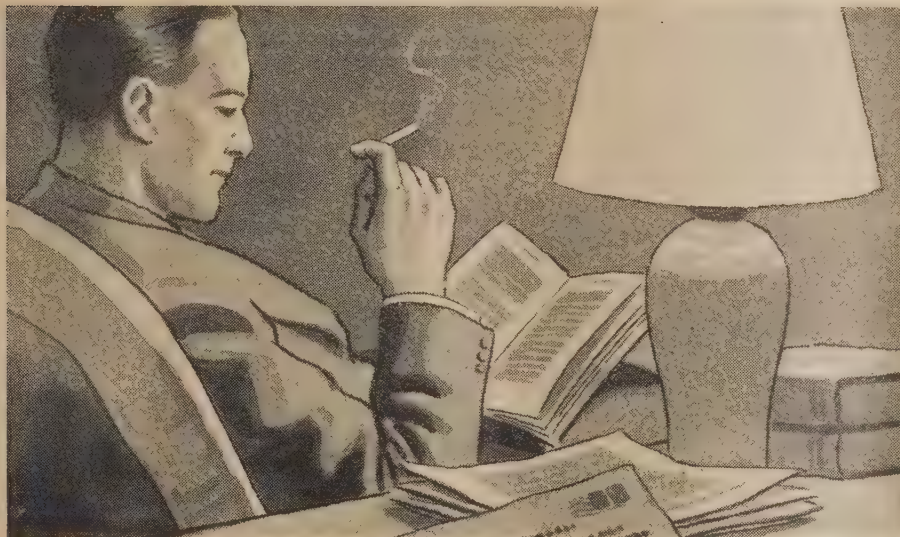
Germany is being rebuilt. Her fine buildings are to be a monument to Hitler. The huge airport in course of construction at Tempelhof and the marvellous Reich autobahnen—stretching to the frontiers—appear to be out of all proportion to requirements, but civil development is stated to be the reason for their building. The German people, like the British, are building and buying new homes, rearing families of which they are proud—it would appear that every family carries photographs of his family for play with or without provocation. There are no more anxious than the British fathers to jeopardise the security of family life and the safety of their sons.

Students were asked not to proffer arguments on questions of policy, sometimes conversation would turn to the Jewish problem. That Jews are antagonistic to German policy and must therefore go is the accepted belief, but sometimes it was quietly suggested: "Perhaps you think of methods could be found of expelling them. Perhaps it is so." Once there was a defence of religious freedom. But serious criticism was advanced of Hitler's dicta. Obedience does not mean the German—it is his lot in life. Tradition and discipline are begun in the cradle; babies must be trained in gymnastics from the age of four months. Racial policy underlies this training, and is nourished by it. The German is physically a very fine race.

Propaganda is evident in the repetition of phrases. In a private discussion of Germany's future population and employment problems the phrases used: "We have no colonies. Germany must have colonies." When synthetic woollen goods were admired for design but not purchased because they "didn't feel woolly" the explanation was offered: "We have no colonies." When the texture of bread, the shortcomings of sugar or the quality of cigarettes were criticised the words were repeated: "We have no colonies."

A vivid picture of what Germany means to her people to-day was suggested by a woman who illustrated his point with softly beating fist: "The pulse of Germany is war—work—work. Her life-blood is national pride."

USE YOUR LEISURE to MASTER YOUR JOB



IN COMFORT, and at home, you can study under expert tuition for the professional qualification which will bring you promotion and responsibility. All the key positions in local government are reserved for trained brains. N.C.I. tutors are fully qualified experts with practical experience in the local government service.

N.C.I. fees are lowest because the N.C.I. makes no profit but devotes all its income to the provision of benefits for students.

Have a word with the correspondent for education at your branch, or write direct for a syllabus of the examinations covered. Here are two:

INCORPORATED ASSOCIATION OF RATING AND VALUATION OFFICERS.—Students are urged to enrol now—their last opportunity of studying for the examination under the old syllabus. New and highly technical subjects, needing a longer period for preparation and increased cost of tuition, will be introduced with the new syllabus. Fees for members £5 7s. 2d. (inter.), £7 2s. 10d. (final). Write for copy of booklet "Last Opportunity," and details of instalment system.

POOR LAW EXAMINATIONS BOARD.—Revised courses for the Relieving Officer's certificate, the Institution Officer's certificate, and Clerical Assistant's examinations begin shortly. The N.C.I. tutors are all eminent in the public assistance service and experienced in specialised coaching and lecturing. If you would like details of the new courses now being prepared, send your name and address on a postcard to:

NALGO CORRESPONDENCE INSTITUTE
24, Abingdon Street, Westminster, S.W.1.

CALLING ALL WOMEN

Under this heading last month we deplored the apathy and lack of interest in N.A.L.G.O. of many women officers. This month a member describing herself, inaccurately, we hope, as a "Voice in the Wilderness" discusses this problem and offers a novel suggestion for its cure. We still feel that there is more to say on this subject, and therefore offer a prize of £1 ls. for the best contribution received. Entries must reach the Editor by first post on Monday, September 19.

MANY local authorities offer little to women beyond a few fairly satisfactory posts on the nursing and medical staffs. My own authority has four of these posts; to all other women it offers nothing more than clerical work, and fixes its salary maximum at £110 a year, except in three cases in which the maximum is £140. Since prospects are so poor, most women fail to grasp the broader idea of local government service, with themselves as officers, but consider themselves merely as typists or clerks in a certain department. They soon fall into one or other of two groups—the indifferent, who work without hope or imagination, or the discontented, who join a Trade Union (much more aggressive but no more successful than N.A.L.G.O.) which has for its object the bettering of clerical salaries, but which gives no thought to a woman's ultimate prospects, education, or career.

Moreover, in many local government offices, there exists much inter-departmental jealousy, seriously hampering the development of the broader idea. In many cases no more than the minimum of officially required co-operation is maintained. Few girls visit the Child Welfare Centres. Many whose work lies outside the Town Hall have never seen the Council Chamber. N.A.L.G.O.'s social functions, even where membership is reasonably good, do little to further inter-departmental co-operation, since it is not "done" to talk shop there.

Is it not possible to help women to help themselves in the following manner?

Local authorities might be asked to allow their women employees time off for the whole or part of one Saturday morning a month, and to give them the use of a public building for a discussion. If such permission were granted, women of all grades and departments would attend. For each discussion the staff might be guests of a particular department: for example, the women employed in the Town Clerk's department could show their colleagues over their office, the council chamber and court rooms, explaining the procedure adopted at committee and council meetings, and their work as it affected other departments; the public health staff could outline the work of clinics; and the public assistance staff could describe their work amongst boarded-out children. These meetings would be informal and the discussions would, at any rate in the first place, centre round the personal or local difficulties and the human aspect, rather than round theories of public administration. For example, opportunity might be taken by the public health staff to explain to the housing staff the reasons underlying their anxiety to secure roomy accommodation for tuberculous patients, and the

housing staff might indicate the difficulties raised by the scarcity of houses in relation to the demand for them. In this way—and hundreds of examples could be offered—better understanding would be reached between the departments on everyday problems which are liable to produce friction where the personal touch is lacking. A particularly efficient method in use in one department might prove to be a source of inspiration—or a spur to even greater efforts—to another.

The ultimate results of these discussions would, in my opinion, be even more beneficial than the immediate ones. Women would begin to feel that they were "local government officers," and not merely typists in the sanitary, finance, or gas departments. Wider knowledge of the service as a whole would facilitate transfers and do much to broaden experience and equalise opportunities for promotion, which vary from department to department. This, in turn, would remove a cause of jealousy and misunderstanding. Local government service would become a profession, rather than the job it is at present to the "average" woman. There would arise, at some of the discussions, appreciation of the valuable work women can do as probation officers, hospital almoners, housing inspectors and social workers of various kinds. Appreciation of N.A.L.G.O. as an organisation for promoting the interests of the profession, and of N.A.L.G.O.'s educational activities would grow, as would the demand for the type of posts indicated.

If inter-departmental discussions were successful, membership of N.A.L.G.O. would facilitate equally helpful discussions between the staffs of neighbouring authorities. This background would prepare women to take their place on branch committees and the National Executive Council.

Organisation on the lines indicated would, I feel sure, give new force and direction to many women who have reached the top of a clerical grade and feel rather at a loss concerning the future.

COMING EVENTS

Warwickshire County.—The branch are holding a sports day and garden fete in their own grounds at Myton on Saturday, September 17. Other branches are welcome. Programmes from Mr. H. Hawes, Shire Hall, Warwick.

Worthing.—A "Great Aquatic Gala" between Brighton, Bognor Regis, Eastbourne, Hove, Portsmouth and Worthing branches will take place at the Heene Road Baths, Worthing, on Friday, September 16, at 7 p.m. Tickets at 1s. 6d., 1s. (reserved), and 6d., from Mr. R. V. Eyres, Town Hall, Worthing.

BRANCH SPORTING EVEN

N.W. District Bowls and Tennis Resu

The eliminating games between the winners in the individual merit bowl competition took place on Saturday July 23, at the Empire Services, Hartington Road, Preston, and A. N. Manchester, and J. Spencer, Bolton, successful in securing places in the round to be played at Blackpool September 17.

The semi-final matches in the individual merit tennis competition took place on July 23 at Ightenhill Park, Bolton, the finalists being Messrs. Astin and W.

Tynemouth Wins in First Attempt

Tynemouth branch's cricket team entered the North Eastern district competition for the first time this season and won the trophy.

They defeated Middlesbrough in final at Seaham Harbour by the decisive margin of nine wickets.

H. Glen was in great form, taking six wickets for 20, and R. B. Pooley scored 33, stumped two, and caught one.

Preston Bowling for "Lewty" Cup

There was a record entry of 120 members for the Preston branch annual bowling competition at Broughton.

The final, played before a good gathering of members, proved a very entertaining match, resulting in a win for Mr. Nicholl, the deputy borough treasurer. Dr. F. A. Sharpe, president of the branch, gave the first prize—a gentleman's watch.

Bolton's Decisive Victory

The Bolton branch's cricket team visited Blackpool and beat the local branch in a friendly match by 82 runs and 3 wickets. Bolton made a total of 131 for 7 wickets before declaring, C. Weston scoring 60, but Blackpool, unable to field their best team, lost 6 wickets for 30, and the remaining four for 19. A. Clitheroe took 3 wickets for 3.

ICE-SKATING SEASON STARTS

The 1,300 members of the Metropolitan district ice-skating section will continue to enjoy preferential facilities at many London ice-rinks during the forthcoming winter season.

A series of 26 N.A.L.G.O. sessions have been arranged on Tuesday evenings from 7-7.45 p.m. at the Earls Court Rink, an inclusive subscription of 7s. 6d. for the winter season. Similar facilities are available at Harringay for 12s. 6d.

The annual subscription to the section is 1s. and applications for enrolment should be addressed to Mr. L. C. Gillett, hon. sectional treasurer, Municipal Office, Twickenham. Forms of application and particulars of the special sessions have been forwarded to all branch secretaries. Mr. J. P. L. Branson, Town Hall, Kensington W.8, is the hon. sectional secretary.

PLEASE SEND DETAILS OF

NALGO FIRE INSURANCES

GOING TO **YOUR** HOUSE?

No, thank Heaven, but you can't deny having felt a great sense of relief when you saw the engine turn down another road.

It might have been yours. That fuse in the lounge, that candle on the Christmas tree, that cigarette end on the mantelpiece, might have ended differently had you not arrived just in time to deal with the situation.

So much damage can be done in so little time. That's why **FIRE INSURANCE** is indispensable to the ownership of property.

Remember that the N.A.L.G.O. Insurance Department exists to safeguard your interests.

N.A.L.G.O. Fire and Householders' Insurance Policies provide the maximum cover for the lowest premium.

Write your name and address in the space at the top of this page and post before Quarter Day—September 29—in an open envelope to:

Nalgo FIRE INSURANCES

24, Abingdon Street,
London, S.W.1



August Competition Result

A BRIGHTER CONFERENCE

DELEGATES to the Torquay Conference have some interesting, and possibly lively, debates in prospect, if motions are submitted on the lines of the entries to this competition. The result certainly showed that there is no lack of constructive thought among N.A.L.G.O. members, nor of ability, if given the opportunity, to provide for Conference "debates calculated to secure prominence in the Press, to draw public attention to local government problems, and to enhance the prestige of N.A.L.G.O."

A certain headline-producer, for example, was this, from J. P. LEWIS, Manchester:

That this Conference believes that N.A.L.G.O., through its endeavours to improve the conditions of service of local government employees, has a beneficial effect on the conditions of service of persons not engaged in the local government service, and that non-local government employees should be encouraged to assist in securing an even higher standard of service conditions for the officials employed by the public since, by so doing, they will indicate the service conditions which they themselves desire, and so help in the attainment of the same standards for themselves.

J. BROWN, Millport, Buteshire, provided meat for a provocative debate with this:

That, having regard to the financial assistance now afforded to local authorities out of national funds, the time is opportune for consideration of the question of the conversion of the local government service into a local civil service, and for the formulation of a suitable scheme for presentation to Parliament.

Not unnaturally, public relations was much in the minds of some competitors. E. C. COLEMAN, Battersea, for example, urged "intensive efforts" to persuade the B.B.C. to give more time to broadcasts of local government news and activities. L. RADDON, Nailsea, and A. BENT, Birkenhead, both tackled another aspect of the problem of public apathy, the former with this forcibly-worded demand:

That this Conference views with grave misgiving the almost universal ignorance among our contemporaries of the civic institutions of this country and strongly urges upon the Board of Education and the local education authorities the necessity, if the democratic spirit is not to become sterile, of including in the curricula of all schools a minimum of teaching of the work of government so that every citizen of the future shall have at least an elementary conception of his civic responsibilities.

Mr. Bent went even further, with the motion:

That this Conference, believing that the vital importance of local government administration demands an enlightened populace to ensure such administration being increasingly useful, efficient, and financially sound, feels that all individuals of school age should be afforded the opportunity of acquiring an understanding of the principles, methods, and aims of local government, so that ignorance and apathy on such matters shall cease to prevail among those who exercise the franchise, and therefore urges the Board of Education to consider the introduction of a comprehensive and suitable curriculum on the subject in all schools and universities.

L. N. BROOK, Bristol, provided an interesting solution for the whole problem of "non-domestic" debates with this:

That this Conference requests the N.E.C. to collaborate with other suitable bodies to establish a National Advisory Council which would co-ordinate and direct research into sociological

and economic matters, and to arrange for the more important of the Council's deliberations to be discussed at the annual conference.

September Competition

LOCAL GOVERNMENT BROADCASTS

We offer a first prize of £1 ls. and a second prize of 10s. 6d. for the best synopsis for a broadcast or series of broadcasts designed to stimulate public interest in local government. The broadcast may be in any appropriate form—talk, debate, discussion, actuality programme or entertainment—and designed for either children or adults. It must, however, be of wide popular appeal. Competitors may send more than one entry.

Entries must reach the Editor, Local Government Service, 24, Abingdon Street, Westminster, London, S.W.1, not later than first post on Tuesday, September 20.

October Competition

A N.A.L.G.O. FILM

Conference requested the Council to "consider the question of arranging for the preparation, publication, and distribution of a film dealing with local government administration in this country."

Headquarters are now seeking suggestions on the most suitable scenario for such a film. To assist in that task we offer a first prize of £1 ls. and a second prize of 10s. 6d. for the best outline for a documentary sound film, running for not more than ten minutes, entitled "Local Government and You."

The film should be designed primarily for secondary school children and calculated to bring home to them and to their parents the manifold range of local government services and their beneficial effect on individual and national life. The treatment should be broad in outline and dramatic in conception, gripping attention from the start, imparting its message clearly and simply, and leaving a lasting impression.

Entries must reach the Editor by first post on Wednesday, October 5.

More domestic, but no less useful, was the suggestion of R. CHARLES, Sheffield:

That the National Executive Council arrange for the setting up of a Local Government Officers' Appointments Bureau, with the following aims:

To collect data relating to appointments in the local government service at home and abroad. To keep a classified Register of Appointments vacant, and to supply such information as may be required by members of the Association, on payment of a prescribed fee; and

To keep a classified register of officers available for transfer, and to supply particulars to local authorities and other bodies on application and payment of a prescribed fee.

J. SLAVEN, Glasgow, wanted Conference to urge the extension of public assistance domiciliary medical services to all members of the community not covered by existing medical services. And another Glasgow member, E. Cherrie, sought N.A.L.G.O.'s

ROUND THE BRANCH
No. 3.—WORTHING

SECRETARY
R.L.A. Strickland

CHAIRMAN of
EXECUTIVE
E.G. Townsend



MEMBER of
EXECUTIVE
F. Hardman

SOCIAL
CHAIRMAN
H.H. Tether



CRICKET
SECRETARY
W. Orbell



TENNIS
SECRETARY
C.J. Langridge

LOCAL
CORRESPONDENT
W.F. Clark

Illustration 38

influence in securing old age pension all at 60.

With so many debatable topics just has been difficult. After much thought, however, we award the first prize of £1 to R. E. FOSTER, Newport, Mon., this ambitious attempt to kill three birds with one stone:

That this Conference:

Is of the opinion that in the modern world complex organisation, the present system of semi-autonomous local government is antiquated and should be superseded by a scheme of regional administration;

Deplores the increasing burden of local rates and recommends that, in order to secure a more progressive distribution of services, the rating system should be substituted by a scheme of local income tax; and

Draws public attention to the serious effects of prolonged under-nutrition, and urges adoption of a scheme of free distribution of necessities.

Second prize of 10s. 6d. goes to T. BARTON, Manchester, for another motion:

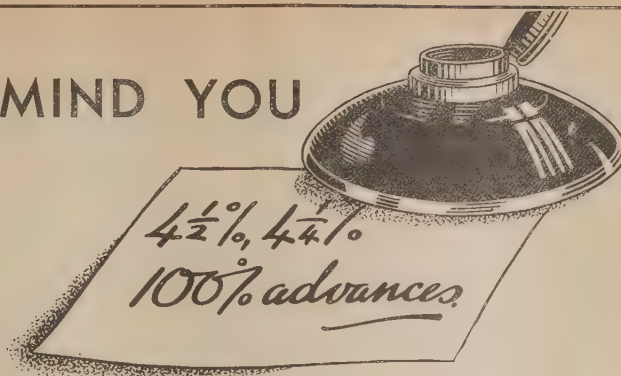
That N.A.L.G.O.:

Pursue an active policy to endeavour to secure such alteration in the law as will bring about equality of income from rates, per capita throughout the country;

Exert its influence to persuade the Government to transfer certain expenditure (e.g. public assistance) from the local to the national chequer; and

Endeavour to inaugurate a system of official recognised advisory panels of local government officers in each local authority to offer expert advice to their respective councils on the practical aspects of local government projects or problems.

JUST TO REMIND YOU



THAT THE NALGO BUILDING SOCIETY
makes advances for house purchase at $4\frac{1}{2}\%$ and $4\frac{1}{4}\%$ interest. In approved cases 100% of the value or the purchase price (whichever be the lower) will be advanced. Write for particulars to—

The General Secretary, 24, Abingdon St., London, S.W.1

Particulars of Assessment		SCHEDULE		
Year 1937-38, Ending April 5 1938.		£	s.	d.
AMOUNT OF ASSESSMENT :— From Office, Employment or Pension, viz, Clerk		200	-	-
Less DEDUCTIONS FOR :—				
Expenses and or Superannuation				
£ 10	s. —			
DEDUCT FOR :—				
Allowance for Earned Income, etc.	Personal Allowance			
£ 38	£ 100	148	-	-
NET AMOUNT CHARGEABLE AFTER DEDUCTIONS		52	-	-
Tax Chargeable at 1/8 in the £		4	6	8
DEDUCT :—				
(i) Allowance for LIFE ASSURANCE				
£12-0-0 at 1/8 in the £		1	-	-
NET TAX PAYABLE		3	6	8

A NALGO LIFE POLICY SAVES MONEY

Does your Income Tax assessment show a Life Assurance allowance ?

NOTE:

The Annual Premium for a £300 "With Profits" Assurance taken up at age 30 for a period of 25 years is £12 payable by monthly instalments of £1.

To Nalgo Life Assurance Department,
24, Abingdon St., Westminster, S.W.1

Please send particulars of Nalgo Life Assurances to—

Name.....

Address.....

My age next birthday is.....years

Wolsey Hall Oxford

FOUNDED  IN 1846

POSTAL TUITION
for London University

MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a University Degree.

Also for London University

**B.A. B.Sc. Econ.
B.Com. LL.B.**

Prospectus Free

on request (mentioning exam.) to the Director of Studies, Dept. RH7, Wolsey Hall, Oxford.

SEVEN DAYS' FREE TRIAL OF THE "SPENBY" ROWING MACHINE

There's nothing to touch rowing to keep you fit. In your bedroom every morning you can reproduce the correct rowing action on the "SPENBY" Machine. It exercises and improves all your muscles—reduces excess fat—improves digestion—makes you alert and easily fit. All the family can use and enjoy it.



*FOUR GUINEA MACHINE FOR

The new improved model is made from finest steel tubing. Beautiful cellulose finish in Black. Comfortable sliding seat, 5 ft. by 44 ins. by 15 ins., weighs 18 lbs. approximately. 6 detachable springs (chromium-plated), which can be used as Chest Developer. Athletic model, 6 springs, 50/-. Perfect balance; smooth, silent movement assured. If not satisfied after seven days, return machine and your money will be refunded in full. Write for Free Catalogue of "SPENBY" Rowing Machine, Chest Developers (from 2/-), Patent new style Punch Balls and Patent Wrist and Arm Developer. "SPENBY" Rowing Machines and exercisers are obtainable from all good Sports Dealers or Direct from

SPENCER & BEATTIE, Ltd., Oswaldtwistle, Lancs.

Personal Notes

Mr. T. Suthren, chief clerk in Wallasey town clerk's department and secretary to the local branch of N.A.L.G.O., has been appointed to the post of superintendent of births, deaths, and marriages, for Wallasey, in succession to Mr. H. Webb. He entered the service of the council in 1900 and after serving five years' apprenticeship to the clerk, was appointed as a junior, later becoming general clerk and committee clerk.

Mr. H. G. Lloyd, one of the pioneers in the formation of the Holland county officers' branch, in 1931, has secured an appointment with the North Riding C.C. Mr. Lloyd has held the offices of treasurer and local correspondent for the Building, Provident and Approved Societies. He was presented, on August 12, with a vacuum-cleaner and a case of cutlery.

Mr. S. S. Haywood, borough engineer and surveyor to the Brighouse corporation, has retired after 37 years' service. He is the first member of the staff to retire on superannuation.

After serving the Leyton borough council for forty-nine years, Mr. James Golding, rate collector, has retired owing to ill-health. At a gathering of his colleagues on August 5, Mr. Golding was presented with a silver salver as a token of their esteem and good wishes.

Obituary

We regret to announce the deaths of:

Mr. Godfrey Turner, secretary to the



Mayor of Swansea, at the age of 52, after 38 years' service with the corporation. He was chairman of the Swansea branch in 1930 and of the South Wales and Monmouthshire district committee in 1931.

Mr. H. M. Smawfield, aged 44, for many years chief clerk of the borough treasurer's department, Oldham, and at one time assistant secretary to the local branch, of which his brother, Mr. H. N. Smawfield, is secretary.

Congratulations to

A. J. Hawkins, Epsom and Ewell and S. L. Howard, Sale, students of the Nalco Correspondence Institute, who gained first and second places in the 1938 final examination of the Incorporated Association of Rating and Valuation Officers.

Frank C. Osbourn, of Islington, for succeeding at the final examination for the degree of LL.B. (London University), with honours, and for passing the Bar final to enable him to be "called" as Barrister-at-Law (Lincoln's Inn).

He is also an Associate of the Chartered Institute of Secretaries and an Associate of the Institute of Bankers.

Diploma in Public Administration

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

WOLSEY HALL POSTAL COURSES

Wolsey Hall prepares candidates for D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure tuition will be continued **free of charge**. At the 1938 Examination (Extension Scheme) a Wolsey Hall Student was ALONE Successful in obtaining the Diploma.

FREE PROSPECTUS

and full particulars from Director of Studies, Dept. RH28, Wolsey Hall, Oxford.

"Lost good jobs from STOMACH TROUBLE"

"If only I had known of Maclean Brand Stomach Powder years ago," writes Mr. E. Like thousands of other sufferers from all kinds of stomach trouble, he found that this remarkable powder cures when all else has failed.

"I must tell you how wonderful I feel since taking Maclean Brand Stomach Powder," he writes. "I only wish I had known about it some years ago. I would have been well off to-day, but I have had to give up good jobs owing to stomach trouble. A friend of mine asked me to try Maclean Brand Stomach Powder as a last resource, but to my amazement it was the only thing that gave me relief."

And you, too, can obtain just as great and speedy relief, but remember only MACLEAN BRAND Stomach Powder will do—with the signature "ALEX. C. MACLEAN" on the bottle. Sold in bottles in cartons 1/3, 2/- and 5/-; also pocket tins of Tablets, 9d. Never sold loose.

LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS

are held in June and December. For Syllabus and application forms, apply THE SECRETARY, CORPORATION OF CERTIFIED SECRETARIES, SECRETARIES HALL, 28, FITZROY SQUARE, LONDON, W.1.

Education Page

"HUMANISE" YOUR CORRESPONDENCE!

Bangor Advice on How to Turn a Ratepayer's Wrath

IS it any wonder that our municipalities be considering the adoption of well-tried methods of commercial advertising? asked Mr. JAMES TAYLOR, City Development Officer, Coventry, lecturing at the N.A.L.G.O. summer school at Bangor on the relationship between the ratepayer and the local government officer. The best known departments of any local authority, he pointed out, were those in constant sales contact with the public—electricity and gas. Each department should "go down to the market place to meet the people." Most letters from local government departments to the public were capable of improvement. The common faults were: "bitter and meaningless phrases; expressions likely to be misconstrued;

Mr. C. A. W. ROBERTS, chairman of the Education committee, said that students had a wonderful opportunity at the schools for exchanging experiences and discussing mutual problems. Mr. A. A. GARRARD, Chairman of the N.E.C., stressed the fact that local government consisted of a

N.A.L.G.O. INTER. and LONDON D.P.A.

Classes are to be held at the Southgate Evening Institute, commencing September 19, for those studying for the above examinations. Write W. Auger, B.Sc., Southgate County School, Fox Lane, Palmers Green, N.13.

partnership between councillors and officials.

Mr. ROBERTS, Secretary of the Welsh Area Council of the B.B.C., spoke on Group Listening. He emphasised the possibilities and use of radio as a means of education for all classes, outlining the procedure for the conduct of listening groups, and urged students to endeavour to form them in their own areas.

The students visited Penrhyn Slate Quarries where a special blasting was arranged. A tennis tournament was organised, and the cup presented last year by Mr. Menahem Arkin, Clerk of the Natanya Urban District Council, was won by Mr. H. E. Lewis, Staffordshire. A prize presented by Mr. James Taylor for the runner-up went to Mr. B. A. Jennings, also of Staffordshire. The students organised a social evening and presented a cigarette box to the Education Secretary, in appreciation of the part he played in making the school such a success.

'PRIZES FOR YOUR PHOTOGRAPHS

How many of N.A.L.G.O.'s 100,000 members are first-class photographers?

In an attempt to find out we offer a first prize of £2 2s. and second prize of £1 1s. for the best photographs received in any of the following classes:

1. At a N.A.L.G.O. holiday centre.
2. Pictures of local government interest.
3. "Human interest."

Preference will be given to photographs of human appeal or high pictorial quality, and, in addition to the prize-winners, payment will be made for each published. Prints, preferably on glossy paper and of sufficient contrast for successful reproduction in LOCAL GOVERNMENT SERVICE must reach the Editor, 24, Abingdon Street, not later than Monday, October 3.

All prints must bear the title and sender's name on the back. While every effort will be made to return those not accepted, we cannot accept any responsibility for the safety of prints submitted.

BLIND OFFICER'S SUCCESS

Distinction in N.A.L.G.O. Inter Examination

Congratulations to Mr. Arthur Wilson, a clerk under the Lindsey County Council, who, although blind, has passed the N.A.L.G.O. intermediate examination, with distinction in public administration. The papers had been specially prepared for him in Braille, and he typed his answers.

Mr. Wilson, who is 26, lost his sight ten years ago. He had to go back to school to learn office routine, the reading of Braille, and the use of a Braille typewriter. Now he is fully trained, most accurate at note-taking and typing, attends committee meetings, and keeps a filing system which he invented himself.

The council, though dubious at first about employing a blind person, are now so pleased with his work that they intend to engage a blind telephone operator.

WEEK-END SCHOOL AT EXETER

The South Western district committee has organised a week-end school at Mardon Hall, University College of the South

Metropolitan Area Education Committee

has organised a series of lectures on English local government, by Mr. F. H. Smith, LL.D., D.Litt., to be held every alternate Wednesday beginning October 12, at 24, Abingdon Street, Westminster, S.W.1. The fee will be 2s. 6d. for the series. The committee has also arranged a week-end school at Sydenham on October 15 and 16. Further particulars from Mr. S. Hewett Emmett, Town Hall, Catford, S.E.6.

West, Exeter, beginning on Friday, September 9, 1938. Lectures will be given by Sir Percy Harris, M.P., on "Democracy and local government"; Lord Snell on "The place of personal service in local government"; Dr. W. A. Robson, on "The future of local government"; and Dr. J. Sykes, University College of the South West, Exeter, on "Finance in relation to the planning of local government." Fees for members of N.A.L.G.O. are 15s. for a single room and 13s. where a room is shared. Applications should be made, forthwith, to Mr. W. S. Steer, "Treleigh," Sydenham Damarel, nr. Tavistock, Devon.

NOTTINGHAM D.P.A. COURSE

Nottingham University College has arranged a three-year course in public administration and cognate subjects, leading to a diploma awarded by the college. The syllabus will be so framed that students qualified to do so may take the examination for the University of London diploma in public administration, but no student will be permitted to take both that examination and the examination for the Nottingham diploma.

The course, for which the fee is six guineas per session, will begin on October 6, 1938. Forms of application should be sent not later than Saturday, September 17, to the Registrar of the College, from whom full particulars can be obtained.

OXFORD WEEK-END SCHOOL

A week-end school to discuss "Co-operation in the public services" has been arranged by the social studies section of Barnett House, Oxford, from September 30 to October 2, at University College. The speakers include Sir John Maude, Mr. R. B. McCallum, Mr. J. P. R. Maud, Mr. G. Montagu Harris, Mr. J. L. Holland, Mr. L. Hill, and Professor W. G. S. Adams. Residence in College (men only), 21s. for week-end, 10s. 6d. a day. Applications, with registration fee of 3s. 6d. should be sent to the Conference Secretary, Social Studies, Barnett House, Oxford.

Sold and official phraseology; assumption that the reader possessed knowledge which he might not; and lack of appreciation of the recipient's point of view.

"Correspondence," Mr. Taylor continued, "can be made of great effect in capturing the good will of the public, because those who write to the public service departments usually do so only when difficulties arise or when they have a complaint to make. Their problem is a real and personal one, so that an impersonal and routine reply arouses a feeling of disappointment or even irritation. The simple, sometimes colloquial language of the Highway Code is an excellent example for municipal propaganda."

Mr. T. S. SIMEY, Lecturer at the University of Liverpool, in a group of lectures, covered the history and development of local government and its adaption to changing social conditions.

Dr. W. IVOR JENNINGS, discussing "the central authority, the local authority, and the community," observed that political parties had played little part in the initiation of local legislation, which was created usually by local authorities. Until the twentieth century no party had been closely connected with social services.

Sir WILLIAM JENKINS, M.P., who opened the school on July 16, urged officers to avail themselves of the facilities offered by local authorities.

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. Telephone: WHItchall 9351. Telegrams: Natassoc, Parl., London.

General Secretary: L. Hill.
Deputy General Secretary, Legal
Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.
Organizing Secretary: J. B. Swinden.
Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.
Public Relations Officer: A. Spoor.

Divisional Secretaries:
Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; WHItchall, 9351.

North Western and North Wales:
Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading: Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

March 56	June 55
April 54	July 59
May 56	August 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	June	July	Aug.
Food	38	46	41
Rent	60	60	60
Clothing ..	110	110	110
Fuel and Light ..	80	80	80
Other items ..	75	75	75

IMPORTANT DATE

September 29.—Renewal premiums due on Nalgo Household Insurance Comprehensive Bonus Policies.

HEADQUARTERS AND BRANCHES

The following circulars have been sent to branch officers:

July 25

71/NPS/38 (To each correspondent of the Provident Society.)

- (a) Progress made during first half of 1938.
- (b) Sickness Scheme (Table I).
- (c) Enclosing revised rules.

July 28

72/ORG/38 (To each branch secretary.)

Enclosing form for notifying changes in branch membership.

OY!

There are vacancies at both holiday centres for the weeks commencing September 17 and September 24. Applications should be sent to headquarters.

73/ORG/38 (To each branch secretary.)

Concerning mechanization in municipal offices.

74/ORG/38 (To each branch secretary.)

Enclosing copy of the revised form of application for retired membership—further copies available.

75/GEN/38 (To each branch secretary.)

Regarding applications for increased rebate on subscriptions.

76/GEN/38 (To each branch secretary.)

(a) Enclosing letter sent to district committees on organization of midwives and A.R.P. officers.

(b) Regarding the Annual Conference at Torquay, 1939.

77/GEN/38 (To each district committee secretary.)

Regarding the organization of midwives and A.R.P. officers.

78/Legal/38 (To each branch secretary.)

Concerning expenses of candidates attending interviews for appointments.

79/ED/38 (To each branch secretary, area education committee secretary, and education correspondent.)

Regarding the dates of the N.A.L.G.O. examinations.

80/ED/38

Concerning (a) the scheme of loans for educational purposes, and enclosing revised application form.

(b) Enclosing particulars of the revised scholarship scheme.

81/ED/38 Regarding the annual meeting of education correspondents.

82/ED/38 Enclosing particulars of the post entry training scheme.

83/S.A./38 (To each branch secretary.)

Concerning (a) the Association's continental holidays,

- (b) vacancies at the holiday centres,
- (c) the Association's badge, and
- (d) the new tobacco pouch in the Association's colours.

84/ED/38 (To each branch secretary and education correspondent.)

Concerning the revision of the examination syllabus of the Incorporated Association of Rating and Valuation Officers.

E. MIDLAND DISTRICT COMMITTEE

Mr. J. Chaston Honoured

At a meeting in the new town hall, Chesterfield, on July 23, the East Midland District Committee decided to present Mr. J. Chaston with a wig and gown, the insignia of his office as town clerk of Kettering, in recognition of his many years of good service on the committee. Kettering is shortly to receive its charter of incorporation.

The executive submitted reports of meetings on May 25 and July 11 dealing with summer schools, grants to students, conference agenda amendments, the exploratory committee of the provincial Whitley council, the national salaries campaign, and the method of election of members to the seventeen N.A.L.G.O. seats out of the twenty-four allotted to the staff side of the Whitley council.

Details of progress in the district on salaries, superannuation, the nurses' charter and legal action were submitted. The representatives were entertained to tea by the Chesterfield Branch and welcomed by Councillor G. F. Kirk.

SALARIES AND SERVICE CONDITIONS

(continued from page 299.)

Pontypridd.—A certificate of exemption from the Unemployment Insurance Acts has been obtained.

Monmouth C.C.—The staff joint advisory committee has not functioned for three years, despite repeated requests from the Association to the council to re-constitute it. The council has now agreed that, instead of re-constituting the committee, three members of N.A.L.G.O. shall be co-opted as members of the establishment committee which deals with service conditions. This is an interesting innovation which we hope will be satisfactory to both council and officers.

Hawarden.—On the application of the local branch, the office is now closed on Saturday at 12 noon instead of 1 p.m. Four chief officials are to receive three weeks holiday instead of two.

Houghton-le-Spring U.D.C.—Following an application by the branch, the council has approved the following scheme of holidays:

Length of Service	Working day's holiday
Less than 10 years ..	12
10-15 years ..	15
More than 15 years ..	18

The branch is to be congratulated on the success of its efforts.

Lancashire C.C.—The council has given serious consideration to the hours of duty of nursing staffs in hospitals and institutions under its control, and has recommended the adoption of a working fortnight not exceeding 108 hours.

SUPERANNUATION

The following authorities have adopted the 1922 Act as from October 1, 1938:

Hebden Royd U.D.C.
Scalby U.D.C.
Scarborough R.D.C.
Scarborough Assessment Committee.
Westmorland C.C.
North Westmorland R.D.C.
South Westmorland R.D.C.
Windermere Ferry Committee (Joint Westmorland and Lancashire.)

The Westmorland C.C. scheme includes 145 officers and 377 workmen, for whom a modified scheme has been adopted.



SALARIES and SERVICE CONDITIONS



SALARIES

Barrow-in-Furness.—A model grading scheme submitted by the Lancashire and Cheshire Whitley Council has been adopted by the corporation, to operate from April 1, 1939. A number of alterations made to the Whitley Council's recommendations are to be the subject of an appeal to the Barrow council in the manner prescribed in the scheme.

Carlisle.—The council has approved the grading scheme, to take effect from April 1, 1938, submitted by the Lancashire and Cheshire Whitley Council, relating to its hospital and institutional employees.

Manchester.—The salary scales of transport inspectors and time-keepers of the corporation have been revised as follows:

General £4 — £4 6s. a week
Inspectors with more ...
responsible duties ... £3 17s. — £4 17s. a week

The Lancashire and Cheshire Officers' Whitley Council and the Intermediate Grade Joint Committee recently increased the maximum of their hospitals and institutions officers' schedules by £10 and their intermediate grade by £7 10s. The revision has been under consideration for some time, and the Manchester Council recently decided to apply the award retrospectively as from January, 1938, as follows:

"That where the present rates paid by the corporation are below the revised rates of the Lancashire and Cheshire Intermediate Grade Joint Committee, the remuneration of its intermediate grade employees be increased on the minimum and maximum rates by £7 10s. per annum, except that in those cases where such increases would raise the rates paid by the corporation above the revised rates of the Joint Committee the increase be limited to such an amount as would bring the corporation and the Joint Committee rates to the same level."

A similar resolution regarding officer grades and nursing staffs was passed, increasing their maximum by £10 per annum.

Unfortunately, the effect of the corporation's resolution is to make no award to groups of officers recognised as within the intermediate grade whose titles do not appear in the schedules of the Intermediate Grade Joint Committee.

It is satisfactory, however, to see that from the point indicated the Manchester Corporation continues to follow the recommendations of the Whitley Council and of the Intermediate Grade Joint Committee.

A further application is being made to the corporation to bring the salaries of assistant nurses up to the new Whitley Scale figure. Hitherto they have been some £6 behind the recommended figure.

Workington.—As the result of an application from the divisional secretary, the salaries of a number of clerks receiving amounts below those justified by their age and years of service have been adjusted, bringing substantial increases to the officers concerned. The Finance Committee has also recommended its council to request the Lancashire and Cheshire Whitley Council to submit a model grading scheme to cover the whole of the staff within scale limits.

Lancashire C.C.—Some two years ago the council graded the masters and matrons of all its hospitals and institutions, under the scales recommended by the Lancashire and Cheshire Whitley Council, but did not, in placing these persons on the scale, take into consideration the whole of their past service. The result was that anomalies were created, but the council has now decided to place all masters and matrons on the scale in a position indicated by their service.

Institutional staffs are to be graded under the intermediate scales or manual scales of the Whitley Council. In consultation with the secretaries of the Whitley Councils, a complete scheme is in course of preparation.

Denbighshire C.C.—The council is adopting a scale of £200 x £10 — £230, together with uniform and travelling expenses, for health visitors, and increasing the salaries of those already in their employment to £210 — £230. Three weeks annual holiday is also being granted, in addition to national holidays.

Boroughs of Accrington, Bangor, and Caernarvon, and Thornton Cleveleys U.D.C.—As the result of representations made by the Lancashire and Cheshire and the North Wales Whitley Councils, the above authorities have agreed to consider complete model grading schemes and salary scales, to be prepared by the Whitley Councils, covering the whole of their staffs.

Chingford U.D.C., through the local joint committee, of which the divisional secretary has been appointed a staff-side member, has agreed to the following grading scheme:

GRADE A			
Age	Minimum	Age	Minimum
16	£60 x £15 — £210	19	£105 x £15 — £210
17	£75 x £15 — £210	20	£120 x £15 — £210
18	£90 x £15 — £210	21	£135 x £15 — £210

GRADE B.—£210 x £15 — £300
Efficiency bar at £270 (Inter. Certificate)

GRADE C.—£255 x £15 — £360
Efficiency bar at £315 (Final Certificate)

GRADE D.—£300 x £20 — £420

TYPISTS.—£60 (at 16) x £15 — £165, and thence, if holding or obtaining an examination qualification to the approval of the council, to £180

Basford R.D.C.—The council has adopted revised scales of salaries for the hospital staff.

Abertillery.—The council has now applied the bonus of 5s. per week to meet the increased cost of living to all officers receiving up to £4 a week.

Pontypool.—No decision has yet been reached on the Association's application for revised scales of salaries, but as a consequence of the application, the salaries of the Surveyor, Chief Collector, Sanitary Inspector, and two other officers have been increased. It is hoped that the Council will shortly deal with the whole question.

Mountain Ash.—The council has acceded to the Association's application for revised scales of salaries. Nine grades have been substituted by four and a substantial number of officers have been placed on improved grades.

The new scale is below that submitted by the Association, no decisions having yet been made regarding certain special cases. Disappointment is felt that the new scales have not been applied to the women officers.

Rhondda.—The council has approved a new scale for junior officers: those transferred to the revised scale are to be placed on the relative position on the scale.

Merthyr Tydfil.—The council has acceded to the Association's application that the baths superintendent should be promoted from Grade II to Grade I of the council's scale.

Seaham U.D.C.—As reported in the June number, the divisional secretary, accompanied by representatives of the branch, interviewed the finance committee in support of an application for a revision of the existing salaries scales. As a result, the council has approved a new general grade: £110 at age 20, x £15 — £170.

Blyth B.C. has amended the general grade "B" of the scales of salaries from £110 x £10 — £200 to £130 x £10 — £220 as from August 1, 1938.

SERVICE CONDITIONS

Chingford U.D.C., through the local joint committee, has adopted comprehensive staff regulations, including provision for appeals and leave of absence on one Saturday morning in every three. The scale of annual holidays is as follows:

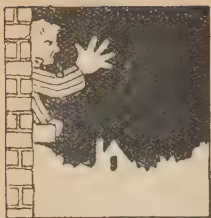
Typists	12 working days
Grade A	12 working days
Grade B	15 working days
Grades C and D	18 working days

Officers sitting for approved examinations are to be allowed leave of absence with pay.

The following item regarding physical welfare is of particular interest:

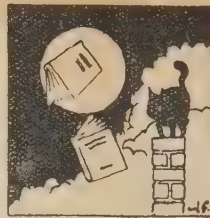
"As far as is reasonably possible, the council shall provide suitable accommodation at their depots and municipal buildings for the purpose of enabling officers to take their meals, together with sufficient sanitary and washing accommodation, cloakrooms, drinking water, safety appliances and first-aid equipment."

(continued on page 298.)



FROM MY BOOKSHELF

By Jonas Praps



Being still somewhat holiday-minded, my notes this month will be chiefly on lighter reading.

FICTION

I NEARLY did not get beyond the first page of "*Death Stalks the Fells*," by Adam G. Macleod (Harrap, 3s. 6d.), being almost driven from it by a terrible description of a scene—the foaming and tumbling of the beck "which wound its way through the green prairies far below." Anything less prairiesque than the lovely sylvan beauty of the Lake District cannot be imagined. The story, however, is thrilling— weird happenings in an old mine, underground caves and a very thorough set of thieves and murderers. The plot is cleverly constructed and the solution not too obvious. If it doesn't sound too callous the method of disposing of the bodies is very ingenious.

"*Rebecca*," by Daphne du Maurier (Gollancz, 8s. 6d.), is quite an unusual book. In the first place it is written in the first person—not usually an attractive feature—then the title character does not appear in person, but is, in fact, dead when the story opens. The prologue might equally well serve as epilogue and produces the required sinister effect without spoiling the story. The story is told by a girl companion to the worst type of feminine autocrat. She is whirled off her feet to become the second wife of a man old enough to be her father, and mistress of a country mansion. Picture her timidity and over anxiety to be a successful successor to the brilliant first wife, her fear of the pompous staff, and you will appreciate how well the life at Manderley, the servants (including the rather impossible melodramatic housekeeper), and the sphere in which the girl moves, are portrayed. There is a definite Brontë atmosphere, some very charming writing and a dramatic ending.

LIGHTER NON-FICTION

"*Dancer in Madrid*" by Janet Riesenfeld (Harrap, 10s. 6d.), is unlike any other book I have read on the situation in Spain. It is an impassioned account of the experiences of an American girl of good family with a flair for dancing. At fifteen years of age she meets Jaime, a young Spaniard, but her parents refuse to sanction a marriage. Six years later she goes to Spain, with a dancing tour and marriage to the young Spaniard in prospect, arriving the day the civil war breaks out. Most of the book relates events in Madrid up to the siege—the horrors of bombing and the terrors within and without graphically pictured. The girl finds that her fiancé's leanings and actions are Franco-wards, and the engagement is broken off. Jaime pays the penalty for his anti-Government activities and Janet returns to America. The writer wields her pen very effectively.

There is to me always as much fascination in reading of the actual experiences of detectives as in the best of thrillers. In "*Lost London*," ex-Detective-Sergeant B. Leeson (Paul, 3s. 6d.), relates some of his more noteworthy efforts in the detection of crime of many sorts. Some of them read so easily one is apt to forget the enormous amount of detailed investigation necessitated in following any clue.

Still in keeping with the holiday spirit there are two excellent descriptive books quite recently published: S. P. B. Mais's "*Britain Calling*" (Hutchinson, 7s. 6d.) and W. T. Palmer's "*The Verge of Lakeland*" (Hale, 7s. 6d.). Mais needs no introduction. Few, if any, can surpass him in creating the atmosphere of a place, and he tells of many in England. He is not out to tell you where to go, but what to see. He describes Woolacombe Bay as "the finest stretch of sands in Britain." I think he is right, and visitors to Croyde Bay Centre should not miss seeing it. Mr. Palmer has, perchance, become tired of writing about the Lake District he knows and likes so well, and has extended his researches, octopus-like, to the adjacent beauty spots: the Lune Valley, Kendal, Sedburgh, the Eden, Brough and its famous Fair.

TO TAKE ON HOLIDAY

A few years ago controversy was rife as to the three best books to have with you on a desert island. The Bible and Shakespeare I remember, took pride of place, the third not being so universally selected. I wonder if you give any thought to what books you should have with you on a holiday, or do you leave it to chance? I would suggest, not the complete Shakespeare, but a pocket edition of "*As You Like It*," particularly if you are going into the country; a slim edition of the "*Essays of Elia*," which you can open at any page; or, if you prefer more modern writing, one of E. V. Lucas's books. I find, too, the movement in Doyle's "*White Company*" good for a change. G. B. Stern's "*Pelican Calling*" has a variety of excellent short stories, some gay, some exciting. By way of further contrast, for contrast is important, you could do much worse than take "*Some Experiences of a New Guinea Resident Magistrate*," by Monckton. My personal taste would urge me to include two little-known gems of wit in "*My Summer in a Garden*," by Chas. D. Warner (who collaborated with Mark Twain), and "*A House-boat on the Styx*," by J. K. Bangs.

The 1938-9 session of lectures conducted by The Royal Sanitary Institute begins on September 19. Courses will be held for sanitary inspectors, inspectors of meat and other foods, smoke inspectors, and in general hygiene, sanitation and sanitary science. Details from the secretary, 90, Buckingham Palace Road, London, S.W.1.

GOOD FARE FOR THE FILMGOER

September Releases

THE summer slump is ending and this month provides a number of films well worth seeing. Outstanding among the general releases are:

Snow White and the Seven Dwarfs, R.K.O. Radio.—This Disney masterpiece has already had the biggest boost of any film since shadows first moved across a screen and, no cinemagoer is likely willingly to miss it. While endorsing every word of the praises lavished on it we must add a warning. Two scenes are terrifying and, in our view, unsuitable for children under seven. Parents of sensitive and imaginative children over seven would be well advised to tell them the story in advance to warn them that certain parts are frightening, and to assure them that all ends happily. With this prophylaxis, nightmares should be avoided and memory cling to the lovable dwarfs and the delightful animals, all straight from fairyland.

A Yank at Oxford, M.G.M.—Robert Taylor, as the son of a small town American newspaper owner, cocksure and self-confident, is the butt for traditional "ragging" at Oxford University until he begins to see himself as others see him. He gradually succumbs to the atmosphere and, after a series of complications, rows with success in the Boat Race. Griffith Jones provides a pleasant contrast, as a type of young Englishman, and Maureen O'Sullivan, Vivien Leigh, Edmund Gwenn, and Lionel Barrymore do well.

Mad About Music, General.—Deanna Durbin's third film finds her at school in Switzerland, where a happy story provides a background for her fresh young charms and delightful singing.

The Hurricane, United Artists.—Ends with a spectacular tornado, produced by the "creator" of the *San Francisco* earthquake and the locust scenes in *The Good Earth*. We see houses blown over, trees torn up by the roots and boats crashed in by mountainous seas. Jon Hall, a clever high diver, is a native youth struggling against the injustices of a narrow-minded island governor (Raymond Massey); his fight with a shark, under water, is not for the squeamish.

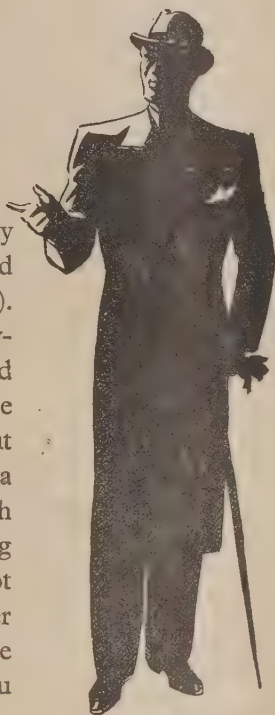
Divorce of Lady X, United Artists.—A society comedy in technicolor of a young divorce lawyer who gets mixed up in his own game, starring Merle Oberon and Laurence Olivier.

Tovarich, Warner.—Claudette Colbert, Charles Boyer and Basil Rathbone play the lead in this delightful, though artificial, comedy of two impoverished aristocrats, who become butler and housemaid in Paris—in one of those enviable Hollywood kitchens in which nobody ever works and meals, apparently, cook and dish themselves.

Mountain of Mourne, Butcher's.—Paddy Kelly (Niall MacGinnis) of the golden voice, loves Mary Macree, but so does Errol—that's the story. Paddy goes to London for a B.B.C. audition, succumbs to and becomes immune from the allure of a Society Circle and goes back to his childhood love affair. In the meantime Mary has become an heiress. It could not end more happily than that.

I must have hush!

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PLAN FOR EFFICIENCY

By "Local Government Officer"

A COMMON problem constantly arising in the municipal world is that of expansion—expansion which, upon grounds of either financial stringency or structural circumstance, is compelled to take place within limited space. In fact, it seems an almost universal trait for local authorities to be loth to extend their premises, despite extensive increases in both work and personnel, with the result that, in many areas, council offices, instead of forming efficient, compact units of organisation, more often resemble a straggling maze of isolated annexes.

Viewed from the aspect of either ratepayers' convenience or service efficiency, this is far from satisfactory, especially when it may be greatly obviated by co-ordinated planning. There are, of course, many progressive municipalities which have, in recent years, completely remodelled their premises on scientific lines, but they are by no means the general rule. There are, for instance, authorities where, should a ratepayer desire to pay his rates, his electric-light bill, his son's secondary school fees, purchase a dog licence, and pay the rent of his council house, it may be necessary for him to call at four different offices, involving a perambulation of nearly half a mile. Further, should a query arise on his gas account, he might be required to walk another long distance from one building to another—probably in rain—to have the query settled.

Considered from the point of view of efficiency, it is clear that units of similar service, such as the receipt of cash, should be located in the same place, for the further the spread of such services, the greater must be the redundancy of effort and equipment. Duplication of cashiers, the waste of time involved in establishing contact between offices, and the inconvenience caused to the consumer, undoubtedly lead to unsatisfactory work which is reflected in mistakes and a general lack of speed.

Furthermore, it is often found that, where mechanisation is installed, where filing and recording is necessary, and where such duties as stenography are involved, departmentalism is effected without any effort towards unification.

The numbers and methods of filing systems to be found in one authority are legion, varying from filing in the wastepaper basket to an elaborate card-index system. Records which are of the greatest value, incapable of being replaced, are filed in wooden cabinets or in tin filing drawers which, should a fire occur, would be demolished.



Tommy! How often have I told you not to drink out of your saucer!
But if I drink out of my cup, miss, the spoon goes in my eye!

The system of departments is largely responsible for the lack of cohesion shown in the development of office efficiency. Whilst the work of a municipality should, to obtain the best results from office operations, be viewed as a whole, the element of co-ordination is not yet strong enough to make the fullest use of the many systems at the disposal of office organisers. It would probably be a real economy were municipalities to call in the services of a professional "efficiency expert" to advise on the complete organisation of their systems.

It has been estimated that the introduction of efficient equipment, combined with planned layout, can result in calculable saving, with a result that in the conservation of space by improved methods, haphazard and straggling extensions may be avoided. Careful consideration of the position and form of desks and their relation to filing accommodation or shelving is a point often neglected. It would be interesting to calculate how often an official left his desk to obtain a ledger which he is constantly using. Such an item, small in itself, becomes a big factor when it is multiplied many times for many clerks. Offices should be so planned, in the interests of saving both time and fatigue, that the worker should not have to leave his desk at all. Yet it is amazing to observe the amount of "running about" which is necessary in the average municipal office.

The elimination of useless desk space and filing accommodation is another factor providing scope for scientific treatment. It is still possible to find in accountancy offices the old-fashioned high-stool desk—a notorious space-waster. The movable desk and the portable cabinet have not yet found the favour they deserve.

Another development, the ledger card system, in place of the ledger, lends itself to space and time saving. One of the most notable features claimed for the system is that it completes an office in a space about 20 per cent less than that normally required to produce a given amount of work under old-fashioned conditions. The main idea of this equipment is to dispense with the necessity for outside cupboards and filing cabinets. By ingenious planning, equipment can provide, on the spot, all the necessary requirements of the staff integral with, or adjacent to, working desks.

If efficiency is to be completely attained in municipal work advantage must be taken of the newest developments which science has to offer. Such efficiency must ultimately benefit both the worker, in the prevention of fatigue and the production of better service, and the ratepayer, in the economy of office accommodation, less expenditure on staff, and a general convenience in transacting his business with the municipality.



In this view the ledger card system, calculating machines, working desks, etc., are shown open and ready for work. Contrast this with the space required for ordinary ledger posting



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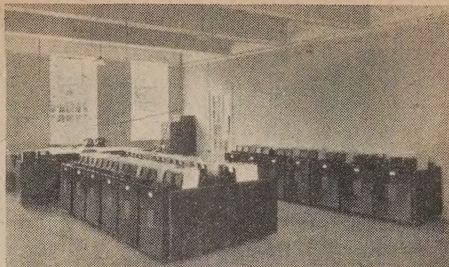


The Chatwood Fireproof Visible Records Container—in use under working conditions.

The Chatwood Desk with Fireproof Filing cabinet drawers.



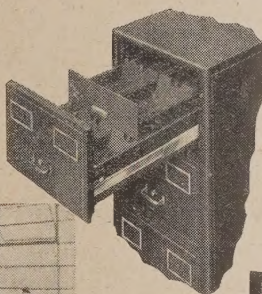
View of the machine and ledger room showing The Chatwood Fireproof Safe Cabinets.



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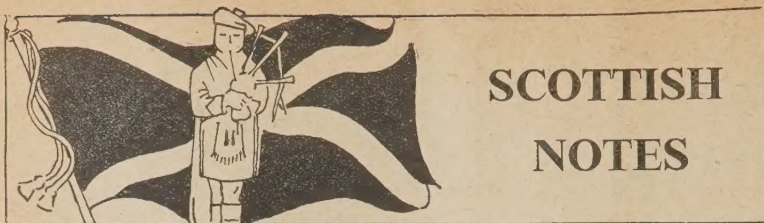
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SCOTTISH NOTES

Superannuation Developments

It would appear that we are to have several eleventh-hour, or one might say twelfth-hour, schemes under the 1922 Act. The long-delayed scheme for the county of Bute and the burghs of Rothesay and Millport has now, we believe, been adopted by all three bodies though the confirming meetings have not yet been held. Final approval is expected in November. Orkney is taking steps to adopt a scheme for the county, including the burghs of Kirkwall and Stromness. Shetland, moving in the same direction, will include the burgh of Lerwick in its scheme. A number of Ayrshire towns, amongst which are the burghs of Largs, Prestwick, Cumnock, and Darvel, have decided to adopt the 1922 Act and join the county scheme.

N.E.C. Delegation for Glasgow

Important meetings are to take place in September when a delegation from the National Executive Council, consisting of the honorary officers of the Association and the general secretary, is to visit Scotland. The executive of the Scottish district committee met on July 23, chiefly to consider arrangements for the visit, when it was decided to hold the first meeting in Glasgow on September 13, at the Ca'doro Restaurant. Glasgow branch is making the arrangements, and invitations will be issued to members of branches in the surrounding area—Lanarkshire, Dunbartonshire, Stirlingshire, Ayrshire, Paisley, Largs, Greenock, and Falkirk. There will be accommodation for about 400. Tea will be served at 5.45 p.m., immediately followed by the meeting, which should be over by 8.30 p.m., so that those coming from a distance may get home at a reasonable hour.

At the special request of the Argyll branch, which experiences great difficulty in holding meetings owing to the scattered nature of the district, a meeting has been arranged in Oban on September 15, at 6.0 p.m.

On the following day a meeting, arranged by the Edinburgh branch, will be held in the Synod Hall, Edinburgh. Branches in the surrounding area—East Lothian, West Lothian, Fife, Kirkcaldy and the Borders—will receive invitations.

A Superannuation Problem

Several public assistance officers in the Crofter Counties, working for the public assistance board in their area, have asked whether payments received for such work can be included for superannuation purposes. In most, if not all cases, the unemployment assistance board made arrangements with the county councils for the latter's public assistance officers to do the work, the board to pay for office accommodation and the officers' fees. It is in respect of his position as public assistance officer that he receives

such extra payments, and it would appear that they fall within the term "remuneration" under the Acts.

Dundee Clerks' Increases

The Association's application came before the Lord Provost's committee on August 12, and it was agreed to recommend two further increments of £10 to grade C clerks on reaching their present maximum of £180. The recommendation comes before the corporation for approval at its first meeting this month.

Scottish Annual Sports Day

We would remind our Scottish members that the annual sports day takes place on September 10, 1938. The centre for the day will be the Royal Hotel, Allan.

The following are particulars of the competitions:—

GOLF

To be played on Dunblane Golf Course.

Gentlemen's Stroke Competition.—2 rounds for trophy and prize for best scratch score, and two prizes for best handicap scores.

Ladies' Stroke Competition.—1 round for trophy and prize for best scratch score and prizes (according to entry) for best handicap scores.

BOWLING.

To be played at Bridge of Allan on Airthrey Spa and Bridge of Allan Bowling Greens, and if necessary, at Dunblane.

Rink Competition for Trophy and prizes.

Prizes will be awarded to winners and runners-up.

TENNIS.

To be played on Bridge of Allan Corporation Courts.

Ladies' and Gents' Singles Competition for trophy and prizes.

ENTRANCE FEE.

2s. 6d. per player in each competition—no further fee is chargeable.

STARTING TIME.

Golf 9 a.m. onwards.

Bowling and Tennis ... 10.30 a.m.

LAST DATE OF ENTRY.

Entries, accompanied by entry fee, must be in the hands of the sports secretary, Mr. S. H. Brodie, City Assessor's Office, 40, Cochrane Street, Glasgow, C.1, not later than Saturday, September 3.

Friends of members may attend, but not compete.

Points Made at St. Andrews

Here are two extracts from lectures given at the N.A.L.G.O. Summer School at St. Andrews:

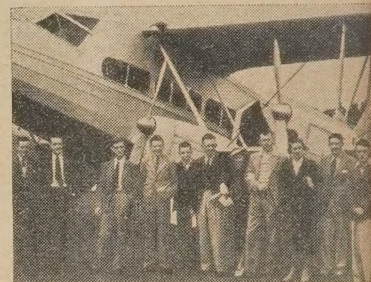
In addition to such existing services as water works, transport, gas, and electricity, local authorities might well enter upon productive fields in which public health and welfare are of paramount importance—for example, municipal bakeries and slaughter-houses. Possibly municipal dairies might also become widespread. One day the country might even contemplate municipalising the drink trade.—*Professor Lindley M. Fraser on "Local Government and Industry."*

One of the great open questions in local government to-day is that between the desirability of centralising and rationalising the administrative machinery, and, on the other hand, the necessity of retaining the maximum of local and democratic control over the policy and personnel of government.—*Dr. G. S. Pryde on "Evolution of Scottish Local Government."*

BRANCH SEES LONDON FROM THE AIR

Bird's-eye View Of Council Offices

A party of members from the Potters Bar branch toured London by air in perfect flying weather last month. The machine, a four-engined de Havilland 12-seater air-liner, took off at Croydon in the early afternoon one Saturday, and passing over Hendon, approached Potters Bar where the council offices were visible from an unusual angle, from an altitude of less than 1,500 feet. Familiar landmarks at this height were easily distinguishable. Passing over Barnet, North Finchley, and approaching the City and West End where Buckingham Palace, Westminster Abbey, and the Houses of Parliament were pointed



out, the plane cruised leisurely back to Croydon after more than half an hour in the air.

After tea at the Aerodrome Hotel the party was conducted round the hangars, where all types of machines were examined at close quarters.

Why not make up a party from your branch to see London by air-liner and to inspect Croydon air-port, at a cost of 21s. inclusive of tea? One free ticket is presented to the organiser of parties of 23 or more persons. Those interested should write to the General Secretary, N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

A WINTER SPORTS HOLIDAY ?

Free Ski-ing Tuition in Switzerland

Winter sports with N.A.L.G.O. may be enjoyed under arrangements similar to the summer holiday programme, in which over 500 people have already participated this season without one adverse criticism. It is not yet possible to give any definite prices, but the cost is expected to be not more than £11 for 9 days at hotels, personally inspected by a N.A.L.G.O. official. This price is inclusive of the following:

Accommodation with pension for 6 full days;

Ski-ing lessons, skating, and season ticket on mountain railways;

Tips, afternoon tea, daily bath, and evening entertainments;

Return rail, London, Dover 3rd class, Channel steamer 1st class, Continent 2nd class, with reserved accommodation.

Services of guides, couriers, and N.A.L.G.O. official on special trains;

Each booking will be dealt with individually. Those who have a holiday to come are invited to write to the General Secretary, 24, Abingdon Street, S.W.1, stating the time they have at their disposal and when they would prefer to go.

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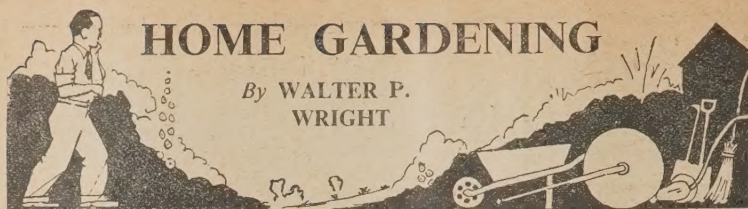
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By WALTER P.
WRIGHT

BATCHES of bulb catalogues sent to me during August aroused memories of one or two experiments made last year, which might interest readers.

First, testing 5s. collections of 500 bulbs. Only one collection gave me complete satisfaction. It is not the intention to "puff" traders indiscriminately, but as a matter of justice, it should be said that A. W. Gamage, Ltd., supplied the most satisfactory collection. Readers wishing to economise might try five-shillingsworth this autumn, but a better way of cutting down costs would be to save the best of one's own bulbs every spring and buy fewer new ones.

The second experiment—a repetition of one made previously—consisted of growing only one "first-size" Hyacinth bulb, costing sixpence to eightpence according to variety, in a small to medium-sized bowl, instead of planting four as before. I was so pleased with the result that I shall adopt the plan in future for all my bowls of 6 to 9 inches diameter, for even a six-inch bowl gives good results with proper treatment.

I find that the "second-size" type of Hyacinth bulb, sold at about threepence each, is apt to yield a leafy plant with flower trusses which become lanky as they approach maturity and need much support which is no easy matter to get in smooth, sloping bowls.

The "first-size" bulb usually pushes a short and thick stem with a large truss of bloom easy to support with a set of Allwood's Patent Plant Supports. These are self-clasping, with a central metal column turned hook-wise at the base, which, with a little manoeuvring, keeps the plant firm and upright if the support is used upside down. The 9-inch size costs half-a-crown a dozen, is useful both in spring and summer, and lasts many years.

The bulb should be set in moist fibre centrally in the bowl, kept in the dark for about two months, as usual, and then brought into the light. The wire ring is attached to the edges of the bowl with three or four small flower-sticks when the bloom-truss is about half-developed. In addition, a small, wooden flower-stick may be fastened to the metal column if desired, and led between the bells of the truss. This attachment takes only a minute or so to fix.

I find great interest in this novel method of growing Hyacinths, for one first class flower-spike is more satisfying to me than a whole cluster of smaller, floppy ones. Moreover, the cost of the metal rings is met by their use for other (and nominally principal) purposes. As to cost of bulbs, saving is effected by using one sixpenny bulb instead of four at threepence each.

It has always been feasible to get a succession of bloom with Hyacinths, particularly in blue shades, simply by making

a suitable choice of varieties, and this applies whether the plants are grown in pots, bowls, or out-of-doors. Thus one might choose as blues, Dr. Lieber, Myosotis, and King of the Blues, knowing that they will come to their best in succession. Among reds, Imperator, Lady Derby, and Queen of Pinks provide a succession, if not quite so marked as in the case of the blues. Amongst whites, La Grandesse and L'Innocence differ somewhat, the latter being a little the later; both are grand sorts.

It is probable that most growers obtain early Hyacinths by using what are known as "prepared" French-grown bulbs. Most of the varieties given above are available in small bulbs costing about threepence each, but the flowers are much smaller.

Water-culture of Hyacinths has diminished with the rise in favour of fibre, but also has its interest. Here bulbs must be packed to fit the glasses firmly and charcoal put into the water.

Coming to Narcissi, I hope all readers will aim at obtaining such lovely pale varieties as Mrs. Krelage (Trumpet class), Weardale Perfection (also Trumpet), Evangeline (Leedsij group), White Lady (Leedsij), Elvira (Poetaz group), L'Innocence (also Poetaz), Horace (Poet's class) and Sonata (also Poet). While cheap, these are exquisitely beautiful and are preferred by many growers of taste to the giant yellows such as King Alfred. It is with some trepidation that I mention the queen of all whites, the Trumpet variety Beersheba, as the price is about two guineas per dozen bulbs. It is, of course, a real gem among Daffodils.

Most of my readers know all about Cottage and Darwin Tulips, of which there are so many beautiful sorts that one hardly dares start a selection. Beginners might do far worse than start with a dealer's collection of ten varieties containing, say, a dozen bulbs of each; the cost is quite likely to work out at less than a penny a bulb for a set of one hundred, and this number of first-class Tulips gives a fine show.

RUGBY'S NOVEL B. & O.

FUND EFFORT

Incentive to other Branches

A new method of raising funds—£8 in three hours—for the Benevolent and Orphan fund was tried out by the Rugby branch which held a garden party in the spacious gardens and lawn surrounding the temporary municipal offices. Side-shows included fishing, darts, bowls, bagatelle, clock-golf, Aunt Sally, and Treasure hunts for adults and children. Members' wives supplied the "cats" and lady members served them, with Miss Vida Louch as manageress.



By Neville Hobson

LAWS AND STANDARDS

I THINK it safe to say that the standard of efficiency of the majority of players can be measured by their knowledge of, and interest in, the laws. Watch the next Bridge four you meet. If the players pay little regard to the regulations, they will usually have little knowledge of sound bidding and play. I propose, therefore, to summarise a few of the laws, about which uncertainty exists.

Previous Calls: At both Contract and Auction a player may ask that previous bids be repeated, either (a) during the bidding, but only when it is his turn to bid, or (b) even after the bidding is closed, provided the request is made before a card has been led to the first trick. At any time, however, a player may inquire as to the final contract.

Dummy: There are many restrictions as to the rights of Dummy, but many players do not realise that Dummy is expressly debarred from suggesting or indicating any lead or play. If he does so, his left-hand adversary may call upon the Declarer either to play or not to play the card suggested. He may not tell the Declarer which hand the lead is in, or try to prevent his leading from the wrong hand, and, in this case, also his left adversary may decide from which hand the lead is to be made.

Dummy may not call attention to a revoke or to a lead out of turn. If he does, the Declarer loses any right to a penalty.

Fingering Cards: At both codes a card in Dummy's hand is regarded as played as soon as it has been touched for the purposes of play. If, therefore, the Declarer wishes to adjust the cards he should say so at the time.

Looking at Cards during deal: This is prohibited by the laws, though there is no express penalty for doing so. If, however, a player looks at his hand before the end of the deal and exposes a card, his left hand adversary may look at the cards so far dealt him and decide to throw in.

Bidding out of turn: These laws are too detailed to be summarised here, but it should be remembered that if there is a pass out of turn before any bid has been made there is no penalty, and—as the pass is ignored—the offender may bid at the proper time.

Exposing of Cards: If a player exposes a card during the bidding the player on the left may claim a new deal; but if an adversary of the Declarer exposes a card after the Auction is closed it becomes an "exposed card," and is liable to be "called" by the Declarer.

TOWN CLERKS HONOURED

Correspondents have informed us of two more town clerks honoured by receiving the Freedom of their boroughs—Mr. Joseph H. Craik, at Batley, in 1919, and Mr. Henry Horsfield, at Barnsley, in 1912.